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1982-1983 administrative compensation survey supplement

CUPA

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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The College and University Personnel Association is an international network of some 3,500 personnel administrators representing about 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a weekly newsletter, a quarterly journal, an annual conference, regional meetings, and seminars on timely topics of special interest to the personnel profession. For membership information, contact Josie Grinner, CUPA, 11 Dupont Circle, Suite 120, Washington, DC 20036, (202)462-1038.

1982 - 1983 administrative compensation survey supplement

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1982-83 ADMINISTRATIVE COMPENSATION SURVEY SUPPLEMENT
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Cautionary Notes: The General Tables should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables, or see the Special Study Section (page vi). Some of the responding institutions reported multiple incumbents for positions 36.3 (Admissions Counselor), 39.1 (Financial Aid Counselor), and 40.1 (Placement Counselor). Due to current computer limitations, the data reported here represent one incumbent per institution for each of these positions.

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INTRODUCTION

The 1982-83 *Administrative Compensation Survey Supplement* represents the first year that the College and University Personnel Association (CUPA) has conducted a salary survey of secondary administrative positions in higher education. The request for collecting secondary position salary data was initiated by the Inter-association Management Related Group (IMRG), an informal consortium of 25 administrative associations serving higher education.

As this Supplement is CUPA's inaugural effort in collecting and reporting secondary position data, we encourage any suggestions for improvement of this report.

I. 1982-83 SURVEY

RESPONDENTS

The annual 1982-83 CUPA Administrative Compensation Survey questionnaire contained a request for data for 39 secondary positions. Of the 1,491 institutions providing primary position salary data, 1,366 also provided usable data on secondary positions. An alphabetical list of secondary position respondents appears in Appendix B, which also indicates each institution's classification (i.e. university, four-year college, two-year college, and others), source of fiscal support (public and private), system affiliation, and state residence.

The following table profiles the institutions that responded to the request for secondary position salary data:

Institutional Classification	1982-83 Survey Respondents	
	Number	Percent of Total
Universities	412	30
Four-year Colleges	485	36
Two-year Colleges	374	27
Other	95	7
TOTAL	1,366	100

The following identifies the respondents to the 1982-83 Survey by source of institutional support:

Institutional Classification	Institutional Support Source		
	Public	Private	Total
Universities	273	139	412
Four-year Colleges	111	374	485
Two-year Colleges	339	35	374
Other	56	39	95
TOTAL	779	587	1,366

SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been made. We mailed the Survey form with a letter inviting participation to Presidents of higher education institutions from a mailing list provided to CUPA by the American Council on Education (ACE). A similar mailing was sent to each CUPA member institution. Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the data form. Appendix C comprises the Survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the Survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the Survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the Fall of 1982.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1982-83.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.

- The FIRST QUARTILE (1 on Tables) divides salaries below the median into two 25 percent segments.

- The THIRD QUARTILE (Q3 on Tables) divides salaries above the median into two 25 percent segments.

- Q1 and Q3, therefore, mark the interquartile range; half of all salaries – the middle 50 percent – fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

III. SALARY SURVEY COMMENTS

SALARY INCREASES

This survey marks CUPA's first attempt to collect secondary position data and will serve as the base year for measuring salary increasing and other analyses for the 1983-84 Survey.

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 18 compares median salaries of those who were promoted or transferred to their positions from within the institution ("inside hire"), and those who were hired from outside.

Incumbents are fairly evenly divided between the two sources. Median salaries of those promoted or transfered from within average 13.0 percent higher.

NON-MINORITIES VS. MINORITIES

Median salaries in all institutions for non-minority and minority incumbents are shown on Table 19. Minority salaries average 7.5 percent lower than non-minority salaries. Average years of service of minorities in their present positions are 9.8 percent lower than those of non-minority incumbents (see Table 21).

MALE VS. FEMALE

Table 20 lists median salaries of male and female incumbents in all institutions; women's salaries are lower with the weighted average differential between medians at 35.0 percent. Average years of service of females in their present positions are 30.9 percent lower than those of male incumbents (see Table 22).

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each Survey position is tabulated in Appendix A. The mean (arithmetic average) salary for all institutions is shown at the bottom of each column in the tables.

IV. SPECIAL STUDY INFORMATION

The tables that follow summarize the compensation data that we believe will be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included to maintain confidentiality of information). **Data are not identified by institution.**
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the Survey questionnaire may be used to delimit the desired information -- singly or in any combination.

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Standard median salary display with interquartile ranges
2. Standard median years-of-service display with interquartile ranges
3. Standard distribution of salaries display
4. Standard percent of Chief Executive Officer salary display
5. Minority/Non-minority comparison display
6. Internal/External hire comparison display
7. Male/female comparison display
8. Reporting relationship display and histogram
9. Listing of individual salary by position
10. Graphic Presentations

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA Headquarters Staff at (202) 462-1038.

The Special Study order form included with this Report provides further details on how to order a Special Study or obtain additional information. (See Appendix E).

Table 1
ALL INSTITUTIONS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,366.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$36,000	$27,750	$46,047	82
2.1	Assistant to the President, Single Institution	$30,632	$24,131	$38,500	546
6.1	Director, Student Activities	$23,000	$17,325	$29,605	659
7.1	Director, Annual Giving	$25,000	$19,192	$30,900	310
7.2	Director, Corporate/Foundation Relations	$27,394	$23,000	$34,000	219
7.3	Coordinator, Resource Development	$21,600	$16,632	$28,000	140
7.4	Director, Estate Planning	$30,064	$24,500	$36,630	156
10.1	Associate Director, Personnel/Human Resources	$25,600	$21,000	$32,000	220
10.2	Manager, Payroll	$20,718	$16,286	$25,340	425
10.3	Manager, Benefits	$21,820	$18,000	$26,400	203
10.4	Manager, Training and Development	$26,111	$22,601	$31,200	83
10.5	Manager, Employee Relations	$28,397	$24,550	$32,321	89
10.6	Manager, Employment	$22,584	$18,554	$27,150	189
10.7	Manager, Wage and Salary/Manager, Compensation	$24,748	$20,791	$30,000	145
10.8	Manager, Personnel Information Systems	$21,306	$19,148	$29,500	75
14.1	Associate Registrar	$23,250	$18,000	$27,453	311
14.2	Assistant Registrar	$18,065	$14,712	$21,500	392
18.1	Director, Computer Center Operations/Academic	$30,300	$23,900	$38,270	246
18.2	Director, Computer Center Operations/Administrative	$29,900	$24,000	$37,393	282
22.1	Grants/Contracts Development Specialist	$22,800	$18,280	$28,492	154
25.1	Director, Accounting	$26,953	$20,544	$32,455	435
28.1	Associate Director, Food Services	$22,256	$17,500	$26,875	136
28.2	Administrative Dietician	$19,843	$16,631	$23,005	44
29.1	Associate Director, Physical Plant/Facilities Management	$26,940	$21,432	$33,600	392
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$23,745	$19,450	$28,070	531
35.1	Manager, Printing Service	$21,000	$16,631	$25,414	422
36.1	Associate Director, Admissions	$22,416	$18,364	$26,888	453
36.2	Assistant Director, Admissions	$18,000	$15,000	$20,936	500
36.3	Admissions Counselor	$14,388	$12,420	$17,010	605
39.1	Financial Aid Counselor	$16,321	$14,000	$19,496	522
40.1	Placement Counselor	$17,951	$15,225	$20,524	332
42.1	Assistant Director, Student Union	$19,575	$15,300	$23,400	185
42.2	Union Business Manager	$20,295	$16,800	$27,600	68
45.1	Associate Director, Student Housing	$20,276	$15,500	$26,208	197
45.2	Housing Officer/Administrative Operations	$20,448	$17,500	$23,700	103
45.3	Housing Officer/Residence Life	$17,390	$13,000	$21,857	167
45.4	Housing Officer/Family Housing	$19,884	$16,492	$24,972	55
46.1	Director, Sports Information	$19,250	$15,000	$24,306	338
53.1	Director, Medical Center Public Relations/Affairs	$30,184	$26,000	$35,100	34

Table 2

PUBLIC INSTITUTIONS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 779.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$36,684	$28,000	$46,750	64
2.1	Assistant to the President, Single Institution	$33,385	$27,482	$40,800	323
6.1	Director, Student Activities	$26,137	$20,328	$32,710	389
7.1	Director, Annual Giving	$27,708	$22,312	$31,500	72
7.2	Director, Corporate/Foundation Relations	$28,200	$24,000	$34,110	54
7.3	Coordinator, Resource Development	$26,000	$18,300	$30,500	44
7.4	Director, Estate Planning	$32,796	$26,418	$37,320	28
10.1	Associate Director, Personnel/Human Resources	$27,000	$22,308	$32,538	159
10.2	Manager, Payroll	$22,464	$18,072	$26,780	270
10.3	Manager, Benefits	$21,925	$18,500	$25,920	131
10.4	Manager, Training and Development	$25,681	$22,718	$30,056	65
10.5	Manager, Employee Relations	$28,397	$24,980	$31,805	68
10.6	Manager, Employment	$23,280	$19,068	$28,080	125
10.7	Manager, Wage and Salary/Manager, Compensation	$24,703	$20,340	$29,640	106
10.8	Manager, Personnel Information Systems	$20,304	$18,092	$25,596	52
14.1	Associate Registrar	$25,450	$21,532	$29,467	184
14.2	Assistant Registrar	$20,172	$17,334	$23,379	203
18.1	Director, Computer Center Operations/Academic	$32,121	$26,628	$39,526	122
18.2	Director, Computer Center Operations/Administrative	$32,122	$27,139	$38,500	151
22.1	Grants/Contracts Development Specialist	$23,719	$19,431	$28,950	93
25.1	Director, Accounting	$29,196	$23,761	$34,344	261
28.1	Associate Director, Food Services	$23,472	$20,000	$27,180	75
28.2	Administrative Dietician	$19,150	$16,631	$24,060	29
29.1	Associate Director, Physical Plant/Facilities Management	$29,130	$23,805	$34,700	244
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$24,666	$20,562	$29,714	299
35.1	Manager, Printing Service	$21,828	$18,235	$26,442	260
36.1	Associate Director, Admissions	$25,351	$22,109	$29,530	180
36.2	Assistant Director, Admissions	$20,518	$18,288	$23,287	201
36.3	Admissions Counselor	$16,970	$14,400	$20,239	247
39.1	Financial Aid Counselor	$17,850	$15,096	$21,449	293
40.1	Placement Counselor	$19,425	$16,000	$21,953	187
42.1	Assistant Director, Student Union	$21,000	$17,867	$26,220	122
42.2	Union Business Manager	$22,000	$17,952	$28,600	54
45.1	Associate Director, Student Housing	$23,636	$18,185	$26,798	111
45.2	Housing Officer/Administrative Operations	$22,038	$20,123	$26,215	67
45.3	Housing Officer/Residence Life	$20,055	$15,932	$23,517	97
45.4	Housing Officer/Family Housing	$19,884	$16,800	$25,824	44
46.1	Director, Sports Information	$21,500	$17,337	$25,649	195
53.1	Director, Medical Center Public Relations/Affairs	$28,820	$19,872	$31,000	25

Table 3
PRIVATE INSTITUTIONS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 587.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$30,000	$24,000	$38,000	18
2.1	Assistant to the President, Single Institution	$26,244	$20,420	$33,300	223
6.1	Director, Student Activities	$18,000	$14,600	$23,454	270
7.1	Director, Annual Giving	$24,120	$18,645	$30,336	238
7.2	Director, Corporate/Foundation Relations	$27,000	$22,000	$34,000	165
7.3	Coordinator, Resource Development	$19,600	$16,219	$25,600	96
7.4	Director, Estate Planning	$29,660	$23,800	$35,500	128
10.1	Associate Director, Personnel/Human Resources	$24,500	$18,000	$30,300	61
10.2	Manager, Payroll	$17,440	$13,800	$22,559	155
10.3	Manager, Benefits	$21,400	$16,000	$26,400	72
10.4	Manager, Training and Development	$30,000	$22,601	$33,837	18
10.5	Manager, Employee Relations	$26,600	$21,000	$35,000	21
10.6	Manager, Employment	$20,100	$15,720	$25,000	64
10.7	Manager, Wage and Salary/Manager, Compensation	$25,004	$21,000	$30,000	39
10.8	Manager, Personnel Information Systems	$26,500	$20,520	$35,382	23
14.1	Associate Registrar	$18,644	$15,400	$23,850	127
14.2	Assistant Registrar	$15,600	$12,500	$18,600	189
18.1	Director, Computer Center Operations/Academic	$29,000	$21,200	$36,000	124
18.2	Director, Computer Center Operations/Administrative	$27,000	$20,386	$36,000	131
22.1	Grants/Contracts Development Specialist	$21,560	$17,300	$28,120	61
25.1	Director, Accounting	$22,650	$18,500	$30,000	174
28.1	Associate Director, Food Services	$20,000	$16,000	$25,660	61
28.2	Administrative Dietician	$20,294	$17,500	$21,700	15
29.1	Associate Director, Physical Plant/Facilities Management	$22,750	$19,000	$31,500	148
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$22,000	$18,000	$26,686	232
35.1	Manager, Printing Service	$18,400	$14,375	$23,793	162
36.1	Associate Director, Admissions	$20,400	$17,000	$23,925	273
36.2	Assistant Director, Admissions	$15,950	$14,000	$18,688	299
36.3	Admissions Counselor	$13,000	$11,600	$15,000	358
39.1	Financial Aid Counselor	$14,750	$12,844	$16,900	229
40.1	Placement Counselor	$16,500	$14,713	$18,774	145
42.1	Assistant Director, Student Union	$16,350	$13,000	$20,000	63
42.2	Union Business Manager	$15,300	$14,400	$17,176	14
45.1	Associate Director, Student Housing	$16,224	$13,500	$22,221	86
45.2	Housing Officer/Administrative Operations	$17,500	$13,000	$20,500	36
45.3	Housing Officer/Residence Life	$13,200	$10,800	$18,500	70
45.4	Housing Officer/Family Housing	$19,000	$14,286	$22,140	11
46.1	Director, Sports Information	$16,400	$13,080	$21,050	143
53.1	Director, Medical Center Public Relations/Affairs	$37,950	$33,394	$40,400	9

Table 4
PRIVATE INDEPENDENT INSTITUTIONS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private, Ind. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 331.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$28,000	$23,088	$45,000	12
2.1	Assistant to the President, Single Institution	$27,000	$21,600	$36,000	129
6.1	Director, Student Activities	$18,835	$15,309	$25,225	157
7.1	Director, Annual Giving	$24,675	$19,500	$31,500	139
7.2	Director, Corporate/Foundation Relations	$27,800	$23,080	$35,000	117
7.3	Coordinator, Resource Development	$20,000	$16,219	$27,086	69
7.4	Director, Estate Planning	$32,500	$27,000	$38,500	66
10.1	Associate Director, Personnel/Human Resources	$24,600	$18,180	$30,450	47
10.2	Manager, Payroll	$18,200	$14,040	$23,900	102
10.3	Manager, Benefits	$22,672	$18,850	$27,300	54
10.4	Manager, Training and Development	$31,000	$23,100	$33,837	15
10.5	Manager, Employee Relations	$26,600	$21,800	$36,000	17
10.6	Manager, Employment	$22,010	$16,870	$25,500	45
10.7	Manager, Wage and Salary/Manager, Compensation	$28,000	$23,500	$33,000	30
10.8	Manager, Personnel Information Systems	$28,250	$26,500	$36,950	15
14.1	Associate Registrar	$20,165	$17,000	$24,000	86
14.2	Assistant Registrar	$16,221	$13,000	$19,500	121
18.1	Director, Computer Center Operations/Academic	$29,788	$22,734	$37,026	90
18.2	Director, Computer Center Operations/Administrative	$29,000	$23,600	$36,640	85
22.1	Grants/Contracts Development Specialist	$23,754	$18,280	$29,500	41
25.1	Director, Accounting	$25,000	$20,000	$33,840	109
28.1	Associate Director, Food Services	$23,714	$18,995	$28,925	37
28.2	Administrative Dietician	$19,500	$13,700	$20,294	8
29.1	Associate Director, Physical Plant/Facilities Management	$24,708	$20,232	$34,000	97
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$24,013	$18,750	$29,069	128
35.1	Manager, Printing Service	$20,600	$16,400	$24,750	95
36.1	Associate Director, Admissions	$21,091	$17,760	$24,700	177
36.2	Assistant Director, Admissions	$16,200	$14,069	$19,390	185
36.3	Admissions Counselor	$13,500	$12,000	$15,600	198
39.1	Financial Aid Counselor	$15,900	$13,932	$17,600	142
40.1	Placement Counselor	$17,000	$15,515	$19,000	99
42.1	Assistant Director, Student Union	$17,120	$13,000	$20,201	46
42.2	Union Business Manager	$15,300	$14,400	$17,128	9
45.1	Associate Director, Student Housing	$17,600	$14,292	$22,600	60
45.2	Housing Officer/Administrative Operations	$17,500	$13,110	$20,400	28
45.3	Housing Officer/Residence Life	$14,250	$12,400	$19,136	46
45.4	Housing Officer/Family Housing	$19,000	$16,492	$22,140	10
46.1	Director, Sports Information	$16,800	$13,850	$22,148	84
53.1	Director, Medical Center Public Relations/Affairs	$40,000	$35,100	$57,005	7

Table 5
PRIVATE RELIGIOUS INSTITUTIONS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Priv., Religious. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 256.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$30,000	$25,600	$36,000	6
2.1	Assistant to the President, Single Institution	$24,500	$19,200	$31,400	94
6.1	Director, Student Activities	$16,475	$13,977	$20,000	113
7.1	Director, Annual Giving	$22,781	$18,000	$28,350	99
7.2	Director, Corporate/Foundation Relations	$24,500	$19,200	$29,200	48
7.3	Coordinator, Resource Development	$19,450	$16,500	$23,500	27
7.4	Director, Estate Planning	$25,457	$20,970	$31,185	62
10.1	Associate Director, Personnel/Human Resources	$21,000	$16,500	$28,000	14
10.2	Manager, Payroll	$15,660	$12,500	$19,424	53
10.3	Manager, Benefits	$15,400	$13,900	$23,100	18
10.6	Manager, Employment	$18,000	$15,120	$23,088	19
10.7	Manager, Wage and Salary/Manager, Compensation	$21,000	$17,000	$23,300	9
10.8	Manager, Personnel Information Systems	$19,915	$16,313	$20,835	8
14.1	Associate Registrar	$16,484	$13,675	$23,250	41
14.2	Assistant Registrar	$14,400	$11,633	$17,280	68
18.1	Director, Computer Center Operations/Academic	$25,000	$20,000	$35,000	34
18.2	Director, Computer Center Operations/Administrative	$22,128	$16,560	$29,750	46
22.1	Grants/Contracts Development Specialist	$17,440	$15,750	$21,750	20
25.1	Director, Accounting	$20,000	$16,500	$26,000	65
28.1	Associate Director, Food Services	$16,750	$13,700	$20,000	24
28.2	Administrative Dietician	$21,000	$18,150	$22,650	7
29.1	Associate Director, Physical Plant/Facilities Management	$20,985	$16,346	$25,333	51
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$20,726	$17,127	$24,360	104
35.1	Manager, Printing Service	$15,092	$12,273	$19,700	67
36.1	Associate Director, Admissions	$18,750	$16,275	$22,000	96
36.2	Assistant Director, Admissions	$15,150	$13,600	$17,605	114
36.3	Admissions Counselor	$12,500	$11,400	$14,440	160
39.1	Financial Aid Counselor	$13,080	$11,500	$15,000	87
40.1	Placement Counselor	$15,346	$13,273	$18,000	46
42.1	Assistant Director, Student Union	$15,000	$10,500	$16,500	17
42.2	Union Business Manager	$15,750	$15,000	$17,176	5
45.1	Associate Director, Student Housing	$13,145	$11,385	$18,000	26
45.2	Housing Officer/Administrative Operations	$16,575	$9,906	$20,500	8
45.3	Housing Officer/Residence Life	$12,000	$9,000	$15,760	24
46.1	Director, Sports Information	$15,700	$12,990	$19,400	59

Table 6
THEOLOGICAL SEMINARIES - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Theology Sem. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 14.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$20,420	$19,008	$25,300	7
7.1	Director, Annual Giving	$25,898	$23,400	$31,100	5
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$21,600	$20,484	$26,208	9

Table 7
MEDICAL SCHOOLS OR CENTERS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Medical School. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 19.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$34,095	$30,300	$46,751	6
6.1	Director, Student Activities	$30,000	$26,010	$31,000	5
10.1	Associate Director, Personnel/Human Resources	$24,675	$14,846	$31,840	8
10.2	Manager, Payroll	$22,850	$18,600	$27,900	12
10.3	Manager, Benefits	$21,820	$20,500	$29,420	6
10.6	Manager, Employment	$21,820	$19,176	$29,468	9
10.7	Manager, Wage and Salary/Manager, Compensation	$24,000	$18,500	$27,510	7
14.1	Associate Registrar	$21,586	$16,000	$24,025	6
14.2	Assistant Registrar	$19,836	$15,147	$22,600	5
25.1	Director, Accounting	$31,525	$29,974	$36,449	9
29.1	Associate Director, Physical Plant/Facilities Management	$38,440	$33,700	$40,069	9
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$31,152	$24,100	$40,044	8
35.1	Manager, Printing Service	$24,630	$23,950	$27,230	9
39.1	Financial Aid Counselor	$18,900	$16,750	$20,793	5

Table 8
TRADITIONALLY BLACK INSTITUTIONS - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$30,844	$25,000	$35,059	21
6.1	Director, Student Activities	$17,325	$15,000	$27,400	15
7.1	Director, Annual Giving	$18,045	$14,700	$24,916	7
7.2	Director, Corporate/Foundation Relations	$21,091	$20,000	$24,193	6
10.1	Associate Director, Personnel/Human Resources	$21,912	$20,955	$25,370	6
10.2	Manager, Payroll	$19,042	$16,631	$20,719	13
10.3	Manager, Benefits	$18,289	$14,405	$20,140	5
14.1	Associate Registrar	$19,548	$18,192	$21,420	8
14.2	Assistant Registrar	$16,285	$14,616	$19,575	15
18.1	Director, Computer Center Operations/Academic	$19,049	$18,928	$27,611	6
18.2	Director, Computer Center Operations/Administrative	$26,112	$21,000	$30,577	7
22.1	Grants/Contracts Development Specialist	$20,719	$20,590	$24,500	5
25.1	Director, Accounting	$22,000	$16,500	$27,807	15
29.1	Associate Director, Physical Plant/Facilities Management	$21,000	$16,680	$24,272	12
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$21,432	$18,672	$24,610	12
35.1	Manager, Printing Service	$18,121	$14,954	$21,984	14
36.1	Associate Director, Admissions	$23,153	$12,840	$23,914	5
36.2	Assistant Director, Admissions	$19,575	$16,781	$20,400	10
36.3	Admissions Counselor	$14,000	$12,680	$17,884	21
39.1	Financial Aid Counselor	$14,420	$13,913	$17,394	20
40.1	Placement Counselor	$15,222	$14,328	$17,200	13
42.1	Assistant Director, Student Union	$12,409	$10,209	$17,593	8
45.1	Associate Director, Student Housing	$15,148	$15,121	$18,000	6
46.1	Director, Sports Information	$16,000	$15,200	$21,888	14

Table 9
ALL UNIVERSITIES - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 412.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$38,000	$33,000	$49,100	49
2.1	Assistant to the President, Single Institution	$36,300	$29,000	$43,480	199
6.1	Director, Student Activities	$27,428	$21,000	$33,924	219
7.1	Director, Annual Giving	$28,300	$24,200	$34,000	141
7.2	Director, Corporate/Foundation Relations	$31,000	$25,140	$36,450	112
7.3	Coordinator, Resource Development	$24,100	$17,500	$29,120	74
7.4	Director, Estate Planning	$34,000	$29,000	$38,400	80
10.1	Associate Director, Personnel/Human Resources	$28,667	$23,556	$33,000	127
10.2	Manager, Payroll	$23,285	$19,042	$27,000	244
10.3	Manager, Benefits	$22,212	$18,500	$26,800	148
10.4	Manager, Training and Development	$25,596	$22,450	$31,000	70
10.5	Manager, Employee Relations	$28,955	$24,550	$32,321	68
10.6	Manager, Employment	$23,088	$19,011	$27,150	141
10.7	Manager, Wage and Salary/Manager, Compensation	$25,000	$20,900	$30,000	117
10.8	Manager, Personnel Information Systems	$24,000	$20,072	$30,138	54
14.1	Associate Registrar	$25,893	$22,272	$29,214	158
14.2	Assistant Registrar	$20,068	$17,500	$23,379	188
18.1	Director, Computer Center Operations/Academic	$34,400	$27,611	$40,800	155
18.2	Director, Computer Center Operations/Administrative	$35,000	$29,000	$41,600	160
22.1	Grants/Contracts Development Specialist	$23,604	$18,993	$29,500	102
25.1	Director, Accounting	$31,000	$25,536	$37,000	203
28.1	Associate Director, Food Services	$25,400	$21,696	$30,000	75
28.2	Administrative Dietician	$19,500	$17,125	$23,005	34
29.1	Associate Director, Physical Plant/Facilities Management	$31,385	$25,899	$36,960	188
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$26,784	$23,240	$31,341	169
35.1	Manager, Printing Service	$23,004	$20,000	$28,181	223
36.1	Associate Director, Admissions	$25,536	$22,000	$29,600	196
36.2	Assistant Director, Admissions	$19,591	$17,000	$23,100	206
36.3	Admissions Counselor	$15,750	$13,363	$17,958	224
39.1	Financial Aid Counselor	$16,727	$14,500	$19,632	234
40.1	Placement Counselor	$18,000	$15,336	$20,808	169
42.1	Assistant Director, Student Union	$20,850	$17,777	$25,380	122
42.2	Union Business Manager	$21,700	$17,367	$27,600	56
45.1	Associate Director, Student Housing	$22,307	$17,052	$26,612	143
45.2	Housing Officer/Administrative Operations	$21,213	$19,404	$24,550	78
45.3	Housing Officer/Residence Life	$20,148	$16,300	$23,517	102
45.4	Housing Officer/Family Housing	$20,000	$16,800	$24,972	53
46.1	Director, Sports Information	$21,100	$17,337	$25,700	236
53.1	Director, Medical Center Public Relations/Affairs	$30,808	$26,600	$37,300	30

Table 10
UNIVERSITIES - PUBLIC - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 273.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$44,100	$34,324	$50,200	34
2.1	Assistant to the President, Single Institution	$38,000	$30,380	$44,000	138
6.1	Director, Student Activities	$28,579	$23,650	$35,200	142
7.1	Director, Annual Giving	$28,000	$23,500	$31,500	61
7.2	Director, Corporate/Foundation Relations	$28,200	$24,000	$34,110	43
7.3	Coordinator, Resource Development	$26,000	$18,300	$29,796	29
7.4	Director, Estate Planning	$32,796	$28,400	$37,320	26
10.1	Associate Director, Personnel/Human Resources	$29,100	$23,572	$32,660	93
10.2	Manager, Payroll	$23,944	$19,845	$27,864	172
10.3	Manager, Benefits	$22,068	$19,264	$26,800	100
10.4	Manager, Training and Development	$24,740	$21,960	$29,820	52
10.5	Manager, Employee Relations	$28,926	$24,980	$31,805	51
10.6	Manager, Employment	$23,300	$19,104	$27,200	90
10.7	Manager, Wage and Salary/Manager, Compensation	$24,600	$20,148	$29,640	86
10.8	Manager, Personnel Information Systems	$21,306	$18,264	$28,397	37
14.1	Associate Registrar	$26,649	$24,570	$29,966	100
14.2	Assistant Registrar	$20,614	$18,650	$23,900	119
18.1	Director, Computer Center Operations/Academic	$34,344	$28,116	$40,941	97
18.2	Director, Computer Center Operations/Administrative	$34,369	$29,600	$39,564	102
22.1	Grants/Contracts Development Specialist	$23,761	$19,884	$29,727	64
25.1	Director, Accounting	$30,792	$25,906	$35,640	134
28.1	Associate Director, Food Services	$24,837	$21,696	$28,176	55
28.2	Administrative Dietician	$18,545	$16,312	$23,005	24
29.1	Associate Director, Physical Plant/Facilities Management	$31,152	$26,500	$36,677	133
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$26,933	$23,568	$31,341	115
35.1	Manager, Printing Service	$23,688	$20,440	$29,640	155
36.1	Associate Director, Admissions	$27,000	$23,681	$29,784	116
36.2	Assistant Director, Admissions	$20,940	$18,560	$22,757	121
36.3	Admissions Counselor	$16,500	$14,000	$18,969	131
39.1	Financial Aid Counselor	$17,550	$15,096	$21,172	151
40.1	Placement Counselor	$19,011	$15,552	$21,400	111
42.1	Assistant Director, Student Union	$21,466	$18,601	$26,220	96
42.2	Union Business Manager	$22,600	$18,100	$28,368	46
45.1	Associate Director, Student Housing	$24,168	$18,948	$26,798	95
45.2	Housing Officer/Administrative Operations	$21,981	$20,123	$25,800	60
45.3	Housing Officer/Residence Life	$21,096	$17,500	$24,844	73
45.4	Housing Officer/Family Housing	$20,000	$16,800	$25,827	43
46.1	Director, Sports Information	$22,008	$18,061	$26,000	164
53.1	Director, Medical Center Public Relations/Affairs	$28,944	$19,872	$31,000	21

Table 11
UNIVERSITIES - PRIVATE - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 139.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$34,000	$24,000	$38,000	15
2.1	Assistant to the President, Single Institution	$32,600	$26,000	$39,600	61
6.1	Director, Student Activities	$23,300	$18,196	$31,225	77
7.1	Director, Annual Giving	$28,668	$24,500	$35,100	80
7.2	Director, Corporate/Foundation Relations	$31,900	$27,000	$38,000	69
7.3	Coordinator, Resource Development	$24,100	$17,075	$28,200	45
7.4	Director, Estate Planning	$35,000	$29,660	$40,320	54
10.1	Associate Director, Personnel/Human Resources	$27,600	$23,500	$36,000	34
10.2	Manager, Payroll	$21,800	$16,608	$26,400	72
10.3	Manager, Benefits	$23,000	$18,000	$26,750	48
10.4	Manager, Training and Development	$30,000	$22,601	$33,837	18
10.5	Manager, Employee Relations	$30,204	$23,004	$36,000	17
10.6	Manager, Employment	$22,380	$18,000	$26,455	51
10.7	Manager, Wage and Salary/Manager, Compensation	$27,100	$21,665	$32,150	31
10.8	Manager, Personnel Information Systems	$28,250	$26,500	$35,542	17
14.1	Associate Registrar	$23,700	$19,657	$27,200	58
14.2	Assistant Registrar	$18,300	$16,150	$21,500	69
18.1	Director, Computer Center Operations/Academic	$35,000	$27,500	$40,500	58
18.2	Director, Computer Center Operations/Administrative	$35,021	$27,500	$45,000	58
22.1	Grants/Contracts Development Specialist	$22,310	$18,000	$28,492	38
25.1	Director, Accounting	$31,800	$25,000	$37,340	69
28.1	Associate Director, Food Services	$28,000	$20,359	$32,750	20
28.2	Administrative Dietician	$20,775	$19,500	$22,650	10
29.1	Associate Director, Physical Plant/Facilities Management	$31,745	$23,000	$39,500	55
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$25,360	$22,200	$31,620	54
35.1	Manager, Printing Service	$22,000	$18,327	$26,800	68
36.1	Associate Director, Admissions	$23,100	$20,000	$28,450	80
36.2	Assistant Director, Admissions	$18,000	$15,500	$20,275	85
36.3	Admissions Counselor	$15,000	$12,600	$16,500	93
39.1	Financial Aid Counselor	$15,600	$14,050	$18,000	83
40.1	Placement Counselor	$16,740	$15,000	$19,600	58
42.1	Assistant Director, Student Union	$19,500	$17,000	$21,400	26
42.2	Union Business Manager	$15,750	$15,260	$19,035	10
45.1	Associate Director, Student Housing	$18,928	$15,400	$25,000	48
45.2	Housing Officer/Administrative Operations	$20,000	$18,340	$21,700	18
45.3	Housing Officer/Residence Life	$16,300	$14,370	$21,500	29
45.4	Housing Officer/Family Housing	$19,000	$16,492	$22,140	10
46.1	Director, Sports Information	$18,600	$14,500	$23,998	72
53.1	Director, Medical Center Public Relations/Affairs	$37,950	$33,394	$40,400	9

Table 12
ALL 4-YEAR COLLEGES - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 485.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$27,000	$22,250	$33,300	191
6.1	Director, Student Activities	$18,150	$14,700	$23,100	225
7.1	Director, Annual Giving	$22,000	$18,000	$26,500	152
7.2	Director, Corporate/Foundation Relations	$24,085	$20,000	$29,022	91
7.3	Coordinator, Resource Development	$18,200	$15,408	$22,000	51
7.4	Director, Estate Planning	$25,500	$20,000	$31,350	69
10.1	Associate Director, Personnel/Human Resources	$19,521	$16,489	$24,600	40
10.2	Manager, Payroll	$16,100	$13,800	$18,974	111
10.3	Manager, Benefits	$20,140	$15,768	$22,672	29
10.5	Manager, Employee Relations	$15,000	$14,000	$24,039	6
10.6	Manager, Employment	$16,200	$14,067	$22,061	17
10.7	Manager, Wage and Salary/Manager, Compensation	$20,500	$17,000	$21,528	8
10.8	Manager, Personnel Information Systems	$19,249	$16,313	$20,520	10
14.1	Associate Registrar	$18,020	$14,000	$21,900	86
14.2	Assistant Registrar	$15,195	$12,300	$18,100	141
18.1	Director, Computer Center Operations/Academic	$24,720	$20,000	$31,000	69
18.2	Director, Computer Center Operations/Administrative	$24,602	$18,000	$29,040	79
22.1	Grants/Contracts Development Specialist	$18,280	$16,900	$21,000	23
25.1	Director, Accounting	$20,544	$16,640	$25,000	115
28.1	Associate Director, Food Services	$18,000	$14,093	$22,200	43
28.2	Administrative Dietician	$18,150	$15,470	$20,294	5
29.1	Associate Director, Physical Plant/Facilities Management	$21,500	$18,350	$25,718	122
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$21,029	$17,890	$25,600	182
35.1	Manager, Printing Service	$16,850	$13,637	$20,161	120
36.1	Associate Director, Admissions	$20,000	$17,000	$23,544	215
36.2	Assistant Director, Admissions	$15,900	$14,000	$18,900	244
36.3	Admissions Counselor	$13,100	$11,700	$14,900	287
39.1	Financial Aid Counselor	$15,100	$12,535	$17,718	191
40.1	Placement Counselor	$16,900	$14,683	$19,521	110
42.1	Assistant Director, Student Union	$14,929	$12,409	$19,208	52
42.2	Union Business Manager	$17,128	$14,400	$18,248	9
45.1	Associate Director, Student Housing	$15,147	$13,075	$21,000	48
45.2	Housing Officer/Administrative Operations	$15,700	$12,260	$20,389	23
45.3	Housing Officer/Residence Life	$12,900	$9,500	$15,613	53
46.1	Director, Sports Information	$14,568	$12,740	$18,955	94

Table 13
4-YEAR COLLEGES - PUBLIC - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 111.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$32,116	$29,310	$40,650	53
6.1	Director, Student Activities	$23,088	$19,000	$27,325	56
7.1	Director, Annual Giving	$26,100	$20,000	$33,550	7
10.1	Associate Director, Personnel/Human Resources	$20,500	$17,975	$26,434	15
10.2	Manager, Payroll	$17,950	$15,781	$20,719	35
10.3	Manager, Benefits	$20,688	$15,768	$21,925	12
10.6	Manager, Employment	$22,206	$19,958	$24,320	7
10.8	Manager, Personnel Information Systems	$20,388	$19,959	$29,750	5
14.1	Associate Registrar	$23,300	$18,255	$27,453	24
14.2	Assistant Registrar	$19,690	$16,207	$22,280	31
18.1	Director, Computer Center Operations/Academic	$28,229	$21,858	$34,500	7
18.2	Director, Computer Center Operations/Administrative	$25,623	$22,487	$33,798	14
25.1	Director, Accounting	$24,600	$19,991	$29,500	27
28.1	Associate Director, Food Services	$20,799	$16,000	$23,800	7
29.1	Associate Director, Physical Plant/Facilities Management	$24,039	$17,136	$26,940	38
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$23,276	$18,144	$25,600	36
35.1	Manager, Printing Service	$19,521	$16,692	$21,168	34
36.1	Associate Director, Admissions	$22,832	$19,500	$27,757	36
36.2	Assistant Director, Admissions	$20,345	$18,193	$22,279	40
36.3	Admissions Counselor	$15,810	$13,940	$18,615	50
39.1	Financial Aid Counselor	$17,721	$14,328	$20,000	56
40.1	Placement Counselor	$19,584	$15,810	$21,445	31
42.1	Assistant Director, Student Union	$19,089	$14,088	$21,500	18
42.2	Union Business Manager	$18,248	$18,000	$28,600	5
45.1	Associate Director, Student Housing	$19,400	$16,865	$27,156	14
45.2	Housing Officer/Administrative Operations	$23,129	$16,821	$26,215	7
45.3	Housing Officer/Residence Life	$14,292	$11,500	$21,100	16
46.1	Director, Sports Information	$16,478	$13,000	$23,276	27

Table 14
4-YEAR COLLEGES - PRIVATE - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 374.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$25,000	$19,959	$31,000	138
6.1	Director, Student Activities	$16,740	$13,977	$20,365	169
7.1	Director, Annual Giving	$22,000	$18,000	$26,000	145
7.2	Director, Corporate/Foundation Relations	$24,085	$20,000	$29,022	90
7.3	Coordinator, Resource Development	$18,200	$15,408	$22,000	48
7.4	Director, Estate Planning	$25,457	$20,000	$31,350	67
10.1	Associate Director, Personnel/Human Resources	$18,000	$15,500	$20,955	25
10.2	Manager, Payroll	$15,052	$13,250	$18,200	76
10.3	Manager, Benefits	$18,850	$15,400	$23,000	17
10.6	Manager, Employment	$14,067	$11,800	$15,700	10
10.7	Manager, Wage and Salary/Manager, Compensation	$20,500	$17,000	$22,400	6
10.8	Manager, Personnel Information Systems	$16,313	$14,857	$16,432	5
14.1	Associate Registrar	$16,732	$13,168	$19,120	62
14.2	Assistant Registrar	$13,500	$11,600	$16,500	110
18.1	Director, Computer Center Operations/Academic	$24,500	$20,000	$30,627	62
18.2	Director, Computer Center Operations/Administrative	$24,000	$17,850	$28,000	65
22.1	Grants/Contracts Development Specialist	$18,020	$16,200	$21,000	19
25.1	Director, Accounting	$19,900	$16,500	$23,670	88
28.1	Associate Director, Food Services	$17,500	$14,000	$21,500	36
28.2	Administrative Dietician	$18,150	$15,470	$20,294	5
29.1	Associate Director, Physical Plant/Facilities Management	$20,600	$18,350	$24,530	84
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$20,869	$17,655	$25,520	146
35.1	Manager, Printing Service	$15,900	$12,564	$19,800	86
36.1	Associate Director, Admissions	$19,200	$16,700	$22,363	179
36.2	Assistant Director, Admissions	$15,100	$13,500	$17,700	204
36.3	Admissions Counselor	$12,720	$11,500	$14,200	237
39.1	Financial Aid Counselor	$14,200	$12,100	$16,400	135
40.1	Placement Counselor	$16,000	$14,500	$18,200	79
42.1	Assistant Director, Student Union	$13,780	$10,500	$15,580	34
45.1	Associate Director, Student Housing	$13,800	$11,294	$17,440	34
45.2	Housing Officer/Administrative Operations	$12,675	$9,906	$15,700	16
45.3	Housing Officer/Residence Life	$11,395	$9,456	$13,450	37
46.1	Director, Sports Information	$14,150	$12,000	$17,500	67

Table 15

ALL 2-YEAR COLLEGES - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 374.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$27,775	$25,000	$42,700	23
2.1	Assistant to the President, Single Institution	$29,256	$22,508	$35,032	124
6.1	Director, Student Activities	$24,719	$18,618	$30,573	188
7.1	Director, Annual Giving	$20,000	$17,978	$30,041	7
7.2	Director, Corporate/Foundation Relations	$26,622	$24,639	$31,130	8
7.3	Coordinator, Resource Development	$31,300	$27,984	$37,943	10
10.1	Associate Director, Personnel/Human Resources	$25,740	$21,776	$32,728	37
10.2	Manager, Payroll	$19,118	$15,756	$26,000	50
10.3	Manager, Benefits	$21,450	$15,198	$28,954	15
10.4	Manager, Training and Development	$28,000	$25,681	$35,580	7
10.5	Manager, Employee Relations	$27,000	$25,681	$31,450	11
10.6	Manager, Employment	$24,661	$18,200	$28,500	16
10.7	Manager, Wage and Salary/Manager, Compensation	$25,000	$23,468	$30,150	11
10.8	Manager, Personnel Information Systems	$19,148	$17,203	$20,304	6
14.1	Associate Registrar	$23,000	$17,400	$27,230	53
14.2	Assistant Registrar	$17,300	$13,400	$21,000	48
18.1	Director, Computer Center Operations/Academic	$23,474	$17,200	$26,515	13
18.2	Director, Computer Center Operations/Administrative	$27,139	$23,474	$29,976	32
22.1	Grants/Contracts Development Specialist	$23,328	$19,431	$24,600	20
25.1	Director, Accounting	$27,329	$20,260	$31,922	89
28.1	Associate Director, Food Services	$15,366	$13,780	$22,000	11
29.1	Associate Director, Physical Plant/Facilities Management	$25,705	$20,541	$31,300	68
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$22,718	$18,540	$27,132	144
35.1	Manager, Printing Service	$21,590	$15,905	$24,275	59
36.1	Associate Director, Admissions	$20,700	$16,500	$24,480	31
36.2	Assistant Director, Admissions	$17,605	$16,350	$20,936	38
36.3	Admissions Counselor	$17,663	$13,000	$22,484	78
39.1	Financial Aid Counselor	$18,500	$14,507	$22,084	80
40.1	Placement Counselor	$19,635	$16,608	$23,722	43
42.1	Assistant Director, Student Union	$15,592	$13,621	$31,411	8
45.3	Housing Officer/Residence Life	$12,864	$12,750	$14,658	6
46.1	Director, Sports Information	$14,300	$13,800	$16,635	5

Table 16
2-YEAR COLLEGES - PUBLIC - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 339.

POS	TITLE	MED	Q1	Q3	N
1.1	Assistant to the President	$27,775	$25,000	$42,700	23
2.1	Assistant to the President, Single Institution	$29,510	$22,975	$35,500	116
6.1	Director, Student Activities	$25,200	$19,612	$31,627	173
7.2	Director, Corporate/Foundation Relations	$26,622	$24,639	$31,130	8
7.3	Coordinator, Resource Development	$31,300	$27,984	$37,943	10
10.1	Associate Director, Personnel/Human Resources	$25,740	$21,776	$32,728	37
10.2	Manager, Payroll	$21,399	$16,095	$26,331	47
10.3	Manager, Benefits	$25,104	$17,989	$28,954	12
10.4	Manager, Training and Development	$28,000	$25,681	$35,580	7
10.5	Manager, Employee Relations	$27,000	$25,681	$31,450	11
10.6	Manager, Employment	$25,681	$18,200	$29,000	15
10.7	Manager, Wage and Salary/Manager, Compensation	$25,000	$23,468	$30,150	11
10.8	Manager, Personnel Information Systems	$19,148	$17,203	$20,304	6
14.1	Associate Registrar	$23,195	$17,622	$27,672	49
14.2	Assistant Registrar	$18,934	$15,563	$22,084	42
18.1	Director, Computer Center Operations/Academic	$23,474	$16,200	$26,515	12
18.2	Director, Computer Center Operations/Administrative	$27,240	$24,000	$30,000	30
22.1	Grants/Contracts Development Specialist	$23,328	$19,431	$24,600	20
25.1	Director, Accounting	$27,329	$20,600	$32,000	84
28.1	Associate Director, Food Services	$15,000	$13,780	$22,000	10
29.1	Associate Director, Physical Plant/Facilities Management	$26,944	$22,000	$31,733	63
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$22,993	$19,097	$27,719	129
35.1	Manager, Printing Service	$20,934	$15,905	$23,540	57
36.1	Associate Director, Admissions	$22,973	$17,976	$24.882	22
36.2	Assistant Director, Admissions	$19,311	$17,312	$21,285	30
36.3	Admissions Counselor	$20,660	$16,283	$24,804	55
39.1	Financial Aid Counselor	$18,700	$15,563	$22,814	73
40.1	Placement Counselor	$20,277	$17,368	$23,942	38
42.1	Assistant Director, Student Union	$15,592	$13,621	$31,685	7

Table 17
2-YEAR COLLEGES - PRIVATE - SECONDARY

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1982/83 BUDGET RANGE:** Not specified. **CASES SELECTED:** 35.

POS	TITLE	MED	Q1	Q3	N
2.1	Assistant to the President, Single Institution	$18,356	$14,969	$23,693	8
6.1	Director, Student Activities	$11,000	$10,500	$14,400	15
14.2	Assistant Registrar	$11,248	$8,288	$12,600	6
25.1	Director, Accounting	$17,600	$17,000	$29,429	5
29.1	Associate Director, Physical Plant/Facilities Management	$14,170	$12,600	$22,000	5
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$16,902	$14,560	$24,300	15
36.1	Associate Director, Admissions	$15,000	$13,750	$18,650	9
36.2	Assistant Director, Admissions	$13,750	$11,550	$16,350	8
36.3	Admissions Counselor	$12,000	$10,500	$13,000	23
39.1	Financial Aid Counselor	$11,636	$10,000	$16,126	7
40.1	Placement Counselor	$15,685	$14,483	$16,585	5

Table 18

COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS

POS	TITLE	INSIDE HIRE MED	INSIDE HIRE DIFF	INSIDE HIRE N	OUTSIDE HIRE MED	OUTSIDE HIRE DIFF	OUTSIDE HIRE N
1.1	Assistant to the President	$36,700	22.9%	50	$29,855		27
2.1	Assistant to the President, Single Institution	$31,248	7.8%	344	$29,000		185
6.1	Director, Student Activities	$26,376	28.6%	290	$20,504		341
7.1	Director, Annual Giving	$26,188	5.4%	117	$24,850		187
7.2	Director, Corporate/Foundation Relations	$25,815		82	$27,630	7.0%	126
7.3	Coordinator, Resource Development	$22,400	2.8%	67	$21,780		69
7.4	Director, Estate Planning	$30,900	1.0%	55	$30,600		97
10.1	Associate Director, Personnel/Human Resources	$26,705	8.2%	143	$24,675		70
10.2	Manager, Payroll	$20,718	1.1%	279	$20,500		137
10.3	Manager, Benefits	$21,750		134	$22,068	1.5%	66
10.4	Manager, Training and Development	$26,850	8.8%	49	$24,677		33
10.5	Manager, Employee Relations	$27,180		53	$30,204	11.1%	36
10.6	Manager, Employment	$22,584	1.7%	112	$22,206		76
10.7	Manager, Wage and Salary/Manager, Compensation	$25,000	2.5%	84	$24,391		59
10.8	Manager, Personnel Information Systems	$20,835		63	$24,050	15.4%	12
14.1	Associate Registrar	$23,500	1.3%	203	$23,195		95
14.2	Assistant Registrar	$17,988		224	$18,024	0.2%	148
18.1	Director, Computer Center Operations/Academic	$31,046	4.2%	125	$29,788		111
18.2	Director, Computer Center Operations/Administrative	$30,526	4.0%	151	$29,352		125
22.1	Grants/Contracts Development Specialist	$24,420	22.1%	88	$20,000		64
25.1	Director, Accounting	$29,000	19.0%	235	$24,360		188
28.1	Associate Director, Food Services	$23,697	12.8%	77	$21,010		53
28.2	Administrative Dietician	$19,902		15	$20,294	2.0%	27
29.1	Associate Director, Physical Plant/Facilities Management	$27,936	7.5%	210	$25,993		169
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$24,360	5.9%	243	$23,000		269
35.1	Manager, Printing Service	$21,012	0.4%	209	$20,934		201
36.1	Associate Director, Admissions	$23,100	7.8%	258	$21,433		180
36.2	Assistant Director, Admissions	$18,560	9.2%	236	$17,000		247
36.3	Admissions Counselor	$16,305	16.5%	111	$14,000		476
39.1	Financial Aid Counselor	$16,080		229	$16,524	2.8%	275
40.1	Placement Counselor	$18,708	6.1%	108	$17,629		213
42.1	Assistant Director, Student Union	$21,000	18.6%	83	$17,700		96
42.2	Union Business Manager	$21,852	21.7%	38	$17,952		28
45.1	Associate Director, Student Housing	$21,725	20.7%	106	$18,000		87
45.2	Housing Officer/Administrative Operations	$21,700	6.9%	50	$20,300		53
45.3	Housing Officer/Residence Life	$21,100	43.9%	61	$14,658		99
45.4	Housing Officer/Family Housing	$21,325	13.9%	31	$18,720		22
46.1	Director, Sports Information	$21,888	17.7%	84	$18,600		243
53.1	Director, Medical Center Public Relations/Affairs	$30,808	6.4%	14	$28,944		20

Table 19

COMPARISON BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

		NON-MINORITY			MINORITY		
POS	TITLE	MED	DIFF	N	MED	DIFF	N
2.1	Assistant to the President, Single Institution	$30,400		476	$31,158	2.5%	57
6.1	Director, Student Activities	$22,800		559	$25,950	13.8%	79
7.1	Director, Annual Giving	$25,175	11.1%	290	$22,663		12
7.2	Director, Corporate/Foundation Relations	$27,500	18.6%	200	$23,189		8
7.3	Coordinator, Resource Development	$22,060	22.2%	129	$18,000		6
10.1	Associate Director, Personnel/Human Resources	$26,705	21.9%	188	$21,912		25
10.2	Manager, Payroll	$20,800	12.0%	375	$18,579		36
10.3	Manager, Benefits	$22,000	9.2%	182	$20,140		15
10.4	Manager, Training and Development	$25,920	0.9%	70	$25,681		12
10.5	Manager, Employee Relations	$28,955	13.5%	67	$25,508		21
10.6	Manager, Employment	$22,620	4.7%	150	$21,611		37
10.7	Manager, Wage and Salary/Manager, Compensation	$24,748	2.6%	127	$24,120		16
10.8	Manager, Personnel Information Systems	$20,714		65	$21,306	2.9%	10
14.1	Associate Registrar	$23,941	14.0%	269	$21,000		30
14.2	Assistant Registrar	$18,300	10.2%	336	$16,600		39
18.1	Director, Computer Center Operations/Academic	$30,825	53.2%	226	$20,124		10
18.2	Director, Computer Center Operations/Administrative	$29,900	9.3%	259	$27,348		19
22.1	Grants/Contracts Development Specialist	$22,800		142	$23,328	2.3%	8
25.1	Director, Accounting	$27,175	14.1%	376	$23,817		48
28.1	Associate Director, Food Services	$22,480	7.0%	126	$21,010		6
29.1	Associate Director, Physical Plant/Facilities Management	$27,480	13.2%	356	$24,272		25
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$23,988	5.8%	483	$22,68.		31
35.1	Manager, Printing Service	$21,346	23.1%	380	$17,335		34
36.1	Associate Director, Admissions	$22,235		397	$23,681	6.5%	41
36.2	Assistant Director, Admissions	$17,556		415	$19,200	9.4%	72
36.3	Admissions Counselor	$14,100		501	$15,350	8.9%	84
39.1	Financial Aid Counselor	$16,200		405	$16,516	2.0%	90
40.1	Placement Counselor	$18,000	2.1%	276	$17,632		43
42.1	Assistant Director, Student Union	$20,000	15.8%	161	$17,278		20
42.2	Union Business Manager	$20,353	24.6%	59	$16,337		6
45.1	Associate Director, Student Housing	$20,563	14.2%	172	$18,000		21
45.2	Housing Officer/Administrative Operations	$20,636	11.5%	91	$18,500		11
45.3	Housing Officer/Residence Life	$17,184		145	$18,464	7.4%	15
45.4	Housing Officer/Family Housing	$21,000	5.6%	47	$19,884		5
46.1	Director, Sports Information	$19,300	0.5%	317	$19,208		14

Table 20
COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

POS	TITLE	MALE MED	MALE DIFF	MALE N	FEMALE MED	FEMALE DIFF	FEMALE N
1.1	Assistant to the President	$43,751	56.3%	49	$28,000		29
2.1	Assistant to the President, Single Institution	$35,861	40.6%	301	$25,502		232
6.1	Director, Student Activities	$25,700	33.4%	395	$19,272		246
7.1	Director, Annual Giving	$27,250	37.6%	191	$19,800		116
7.2	Director, Corporate/Foundation Relations	$29,022	17.3%	137	$24,740		72
7.3	Coordinator, Resource Development	$27,984	52.9%	59	$18,300		77
7.4	Director, Estate Planning	$30,900	23.0%	141	$25,118		12
10.1	Associate Director, Personnel/Human Resources	$29,825	30.7%	108	$22,811		106
10.2	Manager, Payroll	$25,596	41.1%	132	$18,145		287
10.3	Manager, Benefits	$26,750	29.3%	69	$20,688		131
10.4	Manager Training and Development	$29,000	20.8%	43	$24,000		39
10.5	Manager, Employee Relations	$30,204	31.3%	56	$23,004		32
10.6	Manager, Employment	$25,506	26.3%	62	$20,200		127
10.7	Manager, Wage and Salary/Manager, Compensation	$28,000	28.4%	70	$21,800		73
10.8	Manager, Personnel Information Systems	$30,420	50.4%	22	$20,220		53
14.1	Associate Registrar	$26,228	33.4%	138	$19,657		165
14.2	Assistant Registrar	$21,425	26.0%	110	$17,000		271
18.1	Director, Computer Center Operations/Academic	$31,046	24.7%	204	$24,900		33
18.2	Director, Computer Center Operations/Administrative	$30,696	48.5%	223	$20,664		56
22.1	Grants/Contracts Development Specialist	$25,054	21.7%	66	$20,590		86
25.1	Director, Accounting	$29,500	33.1%	284	$22,163		142
28.1	Associate Director, Food Services	$23,219	13.5%	74	$20,462		58
29.1	Associate Director, Physical Plant/Facilities Management	$27,755	91.4%	373	$14,500		11
29.2	Superintendent Buildings and Grounds/Maintenance Operations	$23,988	9.0%	505	$22,000		16
35.1	Manager, Printing Service	$22,400	39.8%	322	$16,025		95
36.1	Associate Director, Admissions	$24,046	14.7%	232	$20,969		209
36.2	Assistant Director, Admissions	$19,390	16.8%	220	$16,600		271
36.3	Admissions Counselor	$15,000	7.1%	228	$14,000		366
39.1	Financial Aid Counselor	$18,892	21.9%	146	$15,500		361
40.1	Placement Counselor	$19,225	11.8%	102	$17,209		222
42.1	Assistant Director, Student Union	$21,046	25.3%	124	$16,800		57
42.2	Union Business Manager	$24,039	41.4%	41	$17,000		25
45.1	Associate Director, Student Housing	$21,865	21.5%	112	$18,000		81
45.2	Housing Officer/Administrative Operations	$21,303	21.5%	58	$17,534		44
45.3	Housing Officer/Residence Life	$19,136	18.9%	71	$16,092		90
45.4	Housing Officer/Family Housing	$22,140	31.8%	39	$16,800		15
46.1	Director, Sports Information	$20,000	49.5%	310	$13,380		23
53.1	Director, Medical Center Public Relations/Affairs	$33,850	17.5%	17	$28,820		17

Table 21
YEARS OF SERVICE BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

POS	TITLE	NON-MINORITY MED	NON-MINORITY DIFF	NON-MINORITY N	MINORITY MED	MINORITY DIFF	MINORITY N
2.1	Assistant to the President, Single Institution	03	50.0%	409	02		52
6.1	Director, Student Activities	04	33.3%	463	03		67
7.1	Director, Annual Giving	02		235	03	50.0%	8
7.2	Director, Corporate/Foundation Relations	02		159	03	50.0%	8
10.1	Associate Director, Personnel/Human Resources	04	33.3%	167	03		24
10.2	Manager, Payroll	04		342	05	25.0%	33
10.3	Manager, Benefits	03	0.0%	163	03	0.0%	15
10.4	Manager, Training and Development	03		59	04	33.3%	11
10.5	Manager, Employee Relations	03	0.0%	60	03	0.0%	16
10.6	Manager, Employment	03	0.0%	133	03	0.0%	33
10.7	Manager, Wage and Salary/Manager, Compensation	03	0.0%	117	03	0.0%	15
10.8	Manager, Personnel Information Systems	03	0.0%	56	03	0.0%	9
14.1	Associate Registrar	05	0.0%	235	05	0.0%	26
14.2	Assistant Registrar	04	33.3%	304	03		33
18.1	Director, Computer Center Operations/Academic	03	0.0%	186	03	0.0%	10
18.2	Director, Computer Center Operations/Administrative	03		230	04	33.3%	15
22.1	Grants/Contracts Development Specialist	02	0.0%	123	02	0.0%	6
25.1	Director, Accounting	04	33.3%	330	03		42
28.1	Associate Director, Food Services	04		113	05	25.0%	6
29.1	Associate Director, Physical Plant/Facilities Management	04		313	05	25.0%	23
29.2	Superintendent Buildings and Grounds/Maintenance Operations	04	33.3%	442	03		26
35.1	Manager, Printing Service	06	50.0%	354	04		30
36.1	Associate Director, Admissions	04	100.0%	351	02		35
36.2	Assistant Director, Admissions	02		354	03	50.0%	64
36.3	Admissions Counselor	02	0.0%	371	02	0.0%	70
39.1	Financial Aid Counselor	02		359	03	50.0%	80
40.1	Placement Counselor	02		234	03	50.0%	38
42.1	Assistant Director, Student Union	03	50.0%	127	02		18
42.2	Union Business Manager	03	50.0%	47	02		6
45.1	Associate Director, Student Housing	03	0.0%	139	03	0.0%	16
45.2	Housing Officer/Administrative Operations	04	100.0%	83	02		11
45.3	Housing Officer/Residence Life	02	0.0%	114	02	0.0%	12
45.4	Housing Officer/Family Housing	04		38	05	25.0%	5
46.1	Director, Sports Information	03	50.0%	256	02		12

Table 22
YEARS OF SERVICE BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

POS	TITLE	MALE			FEMALE		
		MED	DIFF	N	MED	DIFF	N
1.1	Assistant to the President	03	0.0%	41	03	0.0%	22
2.1	Assistant to the President, Single Institution	03	0.0%	259	03	0.0%	202
6.1	Director, Student Activities	04	33.3%	334	03		198
7.1	Director, Annual Giving	02	0.0%	158	02	0.0%	90
7.2	Director, Corporate/Foundation Relations	02	0.0%	112	02	0.0%	56
7.3	Coordinator, Resource Development	03	50.0%	46	02		56
7.4	Director, Estate Planning	03	50.0%	122	02		11
10.1	Associate Director, Personnel/Human Resources	04	33.3%	98	03		94
10.2	Manager, Payroll	05	25.0%	122	04		260
10.3	Manager, Benefits	04	33.3%	61	03		120
10.4	Manager, Training and Development	03	50.0%	36	02		34
10.5	Manager, Employee Relations	04	100.0%	48	02		28
10.6	Manager, Employment	03	0.0%	54	03	0.0%	113
10.7	Manager, Wage and Salary/Manager, Compensation	03	0.0%	66	03	0.0%	66
10.8	Manager, Personnel Information Systems	04	33.3%	20	03		45
14.1	Associate Registrar	06	50.0%	121	04		143
14.2	Assistant Registrar	04	0.0%	105	04	0.0%	236
18.1	Director, Computer Center Operations/Academic	03	50.0%	172	02		24
18.2	Director, Computer Center Operations/Administrative	03	50.0%	196	02		49
22.1	Grants/Contracts Development Specialist	02	0.0%	63	02	0.0%	68
25.1	Director, Accounting	04	0.0%	254	04	0.0%	120
28.1	Associate Director, Food Services	03		66	04	33.3%	53
29.1	Associate Director, Physical Plant/Facilities Management	04	33.3%	328	03		11
29.2	Superintendent Buildings and Grounds/Maintenance Operations	05	150.0%	461	02		13
35.1	Manager, Printing Service	06	20.0%	303	05		84
36.1	Associate Director, Admissions	04	33.3%	212	03		176
36.2	Assistant Director, Admissions	03	50.0%	198	02		222
36.3	Admissions Counselor	02	0.0%	176	02	0.0%	271
39.1	Financial Aid Counselor	03	50.0%	129	02		319
40.1	Placement Counselor	03	50.0%	90	02		184
42.1	Assistant Director, Student Union	04	33.3%	104	03		41
42.2	Union Business Manager	05	150.0%	33	02		21
45.1	Associate Director, Student Housing	03	0.0%	96	03	0.0%	59
45.2	Housing Officer/Administrative Operations	04	33.3%	53	03		41
45.3	Housing Officer/Residence Life	02	0.0%	60	02	0.0%	67
45.4	Housing Officer/Family Housing	05	66.7%	33	03		12
46.1	Director, Sports Information	03	50.0%	254	02		15
53.1	Director, Medical Center Public Relations/Affairs	04	33.3%	16	03		13

Distribution of Salaries
All Institutions
Page 1

SALARY	1.1	2.1	6.1	7.1	7.2	7.3	7.4	10.1	10.2	10.3
$78,000 - $78,999		1								
$71,000 - $71,999		1								
$70,000 - $70,999	1									
$68,000 - $68,999	1									
$67,000 - $67,999							1			
$66,000 - $66,999		1								
$65,000 - $65,999		1								
$61,000 - $61,999							1			
$60,000 - $60,999				1						
$58,000 - $58,999		1								
$57,000 - $57,999	1	1								
$56,000 - $56,999		2						1		
$55,000 - $55,999	1	1		2	1	1	1			
$54,000 - $54,999	4	4								
$53,000 - $53,999	1	6								
$52,000 - $52,999	1	3	1	2	2					
$51,000 - $51,999	1	5	2	1	2					
$50,000 - $50,999	3	1			2		1			
$49,000 - $49,999	4	4	2			1				1
$48,000 - $48,999		8	2		1		3	2		1
$47,000 - $47,999	1	3	2	3	1		1	2		
$46,000 - $46,999	2	11	2				1	2		
$45,000 - $45,999	4	4	3	1	2		2	1	1	
$44,000 - $44,999	4	10	2	1	2		1	1	2	1
$43,000 - $43,999	2	13	2	2	2		2	3		1
$42,000 - $42,999	1	13	10	1	3	1	2	1	2	
$41,000 - $41,999	2	9	6	3			6	2		1
$40,000 - $40,999		15	2	2	3	1	1	1	1	
$39,000 - $39,999		13	8	1	2	2	1	1		1
$38,000 - $38,999	1	20	8	4	3	2	6	5	4	
$37,000 - $37,999	1	11	6	1	6	1	8	4		
$36,000 - $36,999	6	17	10	6	6	4	3	1	2	2
$35,000 - $35,999	2	19	21	7	7	1	7	8	2	2
$34,000 - $34,999	5	12	6	9	12		6	7	4	1
$33,000 - $33,999	4	19	14	9	6	1	4	6	11	3
$32,000 - $32,999		17	14	10	5	3	8	8	3	1
$31,000 - $31,999		22	22	11	10	2	9	10	9	4
$30,000 - $30,999	3	27	14	13	8	5	6	11	11	4
$29,000 - $29,999	1	19	19	6	9	4	8	12	12	6
$28,000 - $28,999	3	19	21	15	4	7	4	9	9	6
$27,000 - $27,999	6	18	23	19	16	9	4	6	9	10
$26,000 - $26,999	3	33	33	14	12	2	7	3	16	6
$25,000 - $25,999	2	17	29	15	14	5	11	16	18	13
$24,000 - $24,999	3	17	24	15	15	1	7	13	24	9
$23,000 - $23,999	3	14	23	10	9	7	2	11	27	15
$22,000 - $22,999	1	20	21	15	5	8	4	9	16	11
$21,000 - $21,999	2	13	22	10	8	7	3	10	23	17
$20,000 - $20,999		18	32	17	15	4	7	13	18	22
$19,000 - $19,999		11	28	11	7	9	5	6	25	6
$18,000 - $18,999	1	11	44	20	5	8	4	4	29	12
$17,000 - $17,999		4	33	16	4	9	2	8	20	6
$16,000 - $16,999	1	12	26	11	3	9	2	5	29	7
$15,000 - $15,999		7	32	14		10	3	5	24	8
$14,000 - $14,999		3	22	8	1	7		4	20	6
$13,000 - $13,999		5	19	1	4	5		4	19	7
$12,000 - $12,999		2	16	2		2	1	2	12	6
$11,000 - $11,999		2	9		1	1		1	9	3
$10,000 - $10,999		3	14	1				1	9	2
less than $10,000		3	10			1	1	1	5	2
N	82	546	659	310	219	140	156	220	425	203
Mean Salary	$37,744	$31,729	$24,087	$25,921	$28,746	$23,150	$30,715	$27,058	$21,429	$22,525

Distribution of Salaries
All Institutions
Page 2

SALARY	10.4	10.5	10.6	10.7	10.8	14.1	14.2	18.1	18.2	22.1	*/
$68,000 - $68,999								1			
$67,000 - $67,999									1		
$62,000 - $62,999								1			
$60,000 - $60,999								1			
$58,000 - $58,999									1		
$57,000 - $57,999									1		
$56,000 - $56,999		1						1			
$55,000 - $55,999				1				2	1		
$54,000 - $54,999								2			
$53,000 - $53,999								2			
$52,000 - $52,999								2			
$51,000 - $51,999								3	2		
$50,000 - $50,999								4	3		
$49,000 - $49,999		1	1	1				1	1		
$48,000 - $48,999						1			4		
$47,000 - $47,999	1	1		1				2	5		
$46,000 - $46,999								2	3		
$45,000 - $45,999		1		1				1	8	1	
$44,000 - $44,999		1						4	3		
$43,000 - $43,999				1				6	6		
$42,000 - $42,999	1							4	4	1	
$41,000 - $41,999				1				1	4	1	
$40,000 - $40,999		2			1	1		8	4	3	
$39,000 - $39,999	1	3		2		1		9	8	1	
$38,000 - $38,999		1	2	1	4	2		7	8	1	
$37,000 - $37,999		4	1			1		8	7	4	
$36,000 - $36,999	5	3	4	2	2	2		6	9	1	
$35,000 - $35,999	3	1	1	5	3	5		9	11	1	
$34,000 - $34,999	2			1		7		8	9	1	
$33,000 - $33,999	2	1	1	5		4		6	11	3	
$32,000 - $32,999	1	4	2	4	1	4	2	9	7	3	
$31,000 - $31,999	6	7	5	2	1	8	2	6	6	7	
$30,000 - $30,999	5	6	11	9	4	10		12	12	1	
$29,000 - $29,999	5	4	6	3	3	18	5	14	18	6	
$28,000 - $28,999	1	4	7	13	3	8	3	9	12	6	
$27,000 - $27,999	4	7	8	5	1	19	5	14	13	6	
$26,000 - $26,999	5	5	6	3	4	13	12	9	15	2	
$25,000 - $25,999	4	6	12	9	2	21	10	3	7	4	
$24,000 - $24,999	8	6	11	12	2	21	11	7	9	11	
$23,000 - $23,999	7	1	12	5	2	19	20	9	7	11	
$22,000 - $22,999	5	4	9	7	3	10	21	3	7	11	
$21,000 - $21,999	3	3	11	12	2	18	22	8	9	5	
$20,000 - $20,999	4	1	11	9	10	12	29	12	5	11	
$19,000 - $19,999	3	1	16	8	9	7	31	7	6	6	
$18,000 - $18,999	1	4	10	4	3	23	29	4	7	14	
$17,000 - $17,999	4	1	6	7	5	16	30	3	5	8	
$16,000 - $16,999			7	5	5	10	27	7	8	9	
$15,000 - $15,999	2	2	12	1	1	15	28	1	3	5	
$14,000 - $14,999		2	7	2	2	4	19	3	2	5	
$13,000 - $13,999			1	1		10	23		2	1	
$12,000 - $12,999			6	1	2	12	21	2	6	3	
$11,000 - $11,999			1			4	21	2		1	
$10,000 - $10,999			2	1		3	13	1			
less than $10,000		1				2	8		2		
N	83	89	189	145	75	311	392	246	282	154	
Mean Salary	$26,990	$28,872	$22,882	$25,819	$23,937	$23,091	$18,306	$31,639	$30,893	$23,913	

Distribution of Salaries
All Institutions
Page 3

SALARY	25.1	28.1	28.2	29.1	29.2	35.1	36.1	36.2	36.3	39.1
$72,000 - $72,999	1									
$60,000 - $60,999	1									
$56,000 - $56,999	1									
$55,000 - $55,999	1			1	1					
$54,000 - $54,999				1						
$53,000 - $53,999	1			1						
$52,000 - $52,999				2						
$50,000 - $50,999	2			3						
$49,000 - $49,999	2			2		1				
$48,000 - $48,999	1			5	2	1	1			
$47,000 - $47,999	1			1	1					
$46,000 - $46,999		1		1	1					
$45,000 - $45,999	3			4			1			
$44,000 - $44,999	2			3	3					
$43,000 - $43,999	1			4						
$42,000 - $42,999	4	1		5	2			1		
$41,000 - $41,999	5			7	2					
$40,000 - $40,999	5	1		8	7	3	1		1	
$39,000 - $39,999	8			7	4	4	1			
$38,000 - $38,999	14	1		5	3	3	1			
$37,000 - $37,999	15			2	4	5	2		1	
$36,000 - $36,999	6	1	1	13	7	3	3			
$35,000 - $35,999	15	2		6	5	7	7	1		
$34,000 - $34,999	5			12	7	2	5	1		
$33,000 - $33,999	6	1	1	10	6	3	9	2	1	
$32,000 - $32,999	22	4		14	14	5	9	2	2	1
$31,000 - $31,999	22	3		17	19	7	10	2		2
$30,000 - $30,999	22	5	1	23	18	10	9	2	2	1
$29,000 - $29,999	19	3		16	17	8	17	6	1	3
$28,000 - $28,999	16	8	1	11	12	6	17	3	2	3
$27,000 - $27,999	16	3	1	10	27	14	19	3	3	5
$26,000 - $26,999	19	8		15	32	18	11	13	3	8
$25,000 - $25,999	19	7	1	21	21	13	25	13	7	10
$24,000 - $24,999	18	4	3	16	46	25	26	13	2	14
$23,000 - $23,999	16	10	3	18	32	23	38	15	9	9
$22,000 - $22,999	19	10	1	20	31	21	30	23	8	17
$21,000 - $21,999	12	6	4	19	27	30	28	24	15	25
$20,000 - $20,999	24	9	4	17	33	37	33	30	20	21
$19,000 - $19,999	22	9	5	14	25	19	22	51	16	25
$18,000 - $18,999	11	4	4	16	29	21	29	46	34	40
$17,000 - $17,999	12	5	3	7	30	19	30	39	31	40
$16,000 - $16,999	11	6	4	13	12	25	18	38	53	61
$15,000 - $15,999	12	5	3	7	18	19	19	49	53	49
$14,000 - $14,999	9	7	1	4	12	22	11	45	71	58
$13,000 - $13,999	4	5	2	4	5	16	7	35	72	39
$12,000 - $12,999	3	1		6	7	11	7	18	87	41
$11,000 - $11,999	6	4	1	1	3	11	2	16	60	23
$10,000 - $10,999	1				3	5	4	6	37	13
less than $10,000		2			3	5	1	3	14	14
N	435	136	44	392	531	422	453	500	605	522
Mean Salary	$27,513	$22,781	$20,514	$28,176	$24,384	$21,779	$22,921	$18,429	$15,284	$16,981

Distribution of Salaries
All Institutions
Page 4

SALARY	40.1	42.1	42.2	45.1	45.2	45.3	45.4	46.1	53.1
$64,000 - $64,999									1
$57,000 - $57,999									1
$48,000 - $48,999									1
$46,000 - $46,999				1					
$45,000 - $45,999									
$44,000 - $44,999				1		1			
$42,000 - $42,999	1								
$41,000 - $41,999									
$40,000 - $40,999				1		1			2
$39,000 - $39,999				2			2		
$38,000 - $38,999				1					
$37,000 - $37,999				1		2		1	3
$36,000 - $36,999				2		1	1	2	
$35,000 - $35,999		1	1					1	1
$34,000 - $34,999		1				1			1
$33,000 - $33,999		1		3	1	2		4	4
$32,000 - $32,999	2	5	1	2	1	1		2	
$31,000 - $31,999	2	4	2	2	1	1		4	2
$30,000 - $30,999	1	1	2	7	2	1	1	11	4
$29,000 - $29,999	2	6	6	3	1	3	2	4	
$28,000 - $28,999	5	6	5	4	7	2	1	11	4
$27,000 - $27,999	3	3	2	8	3	3	3	11	
$26,000 - $26,999	6	6	1	13	3			12	2
$25,000 - $25,999	5	3	2	11	4	3	3	17	
$24,000 - $24,999	6	6	4	7	1	3	1	15	1
$23,000 - $23,999	10	9	2	5	9	6	4	14	
$22,000 - $22,999	10	7	2	9	6	9	3	17	
$21,000 - $21,999	19	15	2	9	7	15	5	16	
$20,000 - $20,999	32	13	3	7	17	8	1	18	
$19,000 - $19,999	31	17	4	9	3	7	4	16	2
$18,000 - $18,999	31	9	4	12	8	8	5	20	3
$17,000 - $17,999	27	14	8	10	8	11	3	21	1
$16,000 - $16,999	32	5	3	11	5	6	4	24	
$15,000 - $15,999	36	13	6	18	4	10	5	14	
$14,000 - $14,999	28	9	2	8	1	11	2	24	
$13,000 - $13,999	13	8		10	3	11	2	17	1
$12,000 - $12,999	15	7	2	5	3	9	2	13	
$11,000 - $11,999	6	3		7		7	1	13	
$10,000 - $10,999	8	7	1	4	1	8		8	
less than $10,000	1	6	3	4	4	16		8	
N	332	185	68	197	103	167	55	338	34
Mean Salary	$18,333	$19,906	$21,441	$21,167	$20,786	$18,179	$21,142	$19,886	$31,311

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Pri-Rel		TX
Adirondack Community College	002860	2-yr	Public		NY
Adrian College	002234	4-yr	Pri-Rel		MI
Agnes Scott College	001542	4-yr	Pri-Ind		GA
Aims Community College	007582	2-yr	Public		CO
Alabama State University	001005	Univ	Public		AL
Albany Junior College	001543	2-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Albright College	003229	4-yr	Public		PA
Alcorn State University	002396	4-yr	Public		MS
Alderson Broaddos College	003806	4-yr	Pri-Rel		WV
Alfred University	002668	Univ	Pri-Ind		NY
Alice Lloyd College	001951	4-yr	Pri-Ind		KY
Allegheny College	003230	4-yr	Pri-Ind		PA
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
Amber University	004999	Univ	Pri-Ind		TX
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American River College	009552	2-yr	Public	Main	CA
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Andover Newton Theological School	002116	Theol	Pri-Rel		MA
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public		MD
Antioch University	008795	Univ	Pri-Ind	Office	OH
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Arapahoe Community College	001346	2-yr	Public		CO
Arecibo Technological University College	007228	4-yr	Public	Campus	PR
Arizona State University	001081	4-yr	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas College	001088	4-yr	Pri-Ind		AR
Arkansas State University, Beebe Branch	001091	2-yr	Public	Campus	AR
Arkansas State University, Main	001090	Univ	Public	Main	AR
Armstrong State College	001546	4-yr	Public		GA
Asbury College	001952	4-yr	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Assumption College	002118	4-yr	Pri-Rel		MA
Atlanta Junior College	012165	2-yr	Public	Main	GA
Atlantic Christian College	002908	4-yr	Pri-Rel		GA
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University, Main	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augsburg College	002334	4-yr	Pri-Rel		MN
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora College	001634	4-yr	Pri-Ind		IL
Austin Community College	002335	2-yr	Public	Main	MN
Austin Peay State University	003478	Univ	Public	Main	TN
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Baptist College, Charleston	003419	4-yr	Pri-Rel		SC
Barat College	001635	4-yr	Pri-Ind		IL
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barrington College	003400	4-yr	Pri-Rel		RI
Barry University	001466	Univ	Pri-Rel		FL
Bartlesville Wesleyan College	003151	4-yr	Pri-Rel		OK
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Beacon College	029026	4-yr	Pri-Ind		DC
Beaver College	003235	4-yr	Pri-Ind		PA
Bellarmine College	001954	4-yr	Pri-Ind		KY
Belleville Area College	001636	2-yr	Public		IL
Belmont Technical College	009941	2-yr	Public		OH
Bemidji State University	002336	Univ	Public	Main	MN
Benedict College	003420	4-yr	Pri-Rel		SC
Benedictine College	010256	4-yr	Pri-Rel		KS
Bennington College	003682	4-yr	Pri-Ind		VT
Bentley College	002124	4-yr	Pri-Ind		MA
Berea College	001955	4-yr	Pri-Ind		KY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany Bible College	001121	4-yr	Pri-Rel	Main	CA
Bethany College	003808	4-yr	Pri-Rel		WV
Bethany Lutheran College	002337	2-yr	Pri-Rel		MN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College	009058	Other	Pri-Rel		MN
Bethune-Cookman College	001467	4-yr	Pri-Rel		FL
Biola University	001122	Univ	Pri-Ind		CA
Birmingham Southern College	001012	4-yr	Pri-Rel		AL
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College, Quad Cities	001638	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public		SD
Blackburn University	001639	4-yr	Pri-Ind		IL
Bladen Technical College	007987	2-yr	Public		NC
Bloomfield College	002597	4-yr	Pri-Rel	Main	NJ
Bloomsburg State College	003315	4-yr	Public		PA
Blue Mountain Community College	003[illegible]	2-yr	Public		OR
Blue Ridge Community College	[illegible]6819	2-yr	Public	Main	VA
Bluefield State College	003809	4-yr	Public		WV
Bluffton College	003016	4-yr	Pri-Rel		OH
Board of Trustees of the State Universities and Colleges	990001	Other	Public	Office	MD
Boise State University	001616	Univ	Public		ID
Borromeo College of Ohio	003017	4-yr	Pri-Rel		OH
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowling Green State University, Main	003018	Univ	Public	Main	OH
Bradford College	002132	4-yr	Pri-Ind		MA
Bradley University	001641	Univ	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brewer State Junior College	009134	2-yr	Public		AL
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public		MA
Brookdale Community College	008404	2-yr	Public		NJ
Brookhaven College	029150	2-yr	Public	Campus	TX
Brooklyn College	002687	4-yr	Public	Main	NY
Broome Community College	002862	2-yr	Public		NY
Broward Community College	001500	2-yr	Public		FL
Brown University	003401	Univ	Pri-Ind		RI
Brunswick Junior College	001558	2-yr	Public	Campus	GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind		PA
Bunker Hill Community College	011210	2-yr	Public		MA
Butler University	001788	Univ	Pri-Ind		IN
Cabrini College	003241	4-yr	Pri-Rel		PA
Caldwell Community College and Technical Institute	004835	2-yr	Public		NC
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Main	CA
California School of Professional Psychology, Fresno	011881	Other	Pri-Ind	Campus	CA
California State College	003316	4-yr	Public		PA
California State College, Bakersfield	007993	4-yr	Public	Main	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
California State University, Fresno	001147	Univ	Public	Main	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
California State University, Sacramento	001150	Univ	Public	Main	CA
Calvin College	002241	Univ	Pri-Rel		MI
Cameron University	003150	Univ	Public	Main	OK
Campbellsville College	001959	4-yr	Pri-Rel		KY
Canisius College	002681	4-yr	Pri-Ind		NY
Cape Cod Community College	002168	2-yr	Public		MA
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Cardinal Newman College	029130	4-yr	Pri-Ind		MO
Cardinal Stritch College	003837	4-yr	Pri-Rel		WI
Carleton College	002340	4-yr	Pri-Ind		MN
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	002526	4-yr	Pri-Rel		MT
Carroll College	003838	4-yr	Pri-Rel		WI
Carson-Newmar College	003481	4-yr	Pri-Rel		TN
Carthage College	003839	4-yr	Pri-Rel		WI
Case Western Reserve University	003024	Univ	Pri-Ind		OH
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Main	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Catholic University of America	001437	Univ	Pri-Rel		DC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Catholic University of Puerto Rico	003936	Univ	Pri-Rel	Office	PR
Catonsville Community College	002063	2-yr	Public		MD
Cecil Community College	008308	2-yr	Public		MD
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedar Valley College	029065	2-yr	Public	Campus	TX
Cedarville College	003025	4-yr	Pri-Rel		OH
Centenary College	002599	4-yr	Pri-Ind		NJ
Center for Creative Studies	006771	4-yr	Pri-Ind		MI
Central College	001908	2-yr	Pri-Ind		KS
Central College of Iowa	001850	4-yr	Pri-Rel		IA
Central Connecticut State College	001378	Univ	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Ohio Technical College	011046	2-yr	Public		OH
Central Piedmont Community College	002915	2-yr	Public		NC
Central State University	003026	4-yr	Public		OH
Central Technical Community College	029007	2-yr	Public	Office	NE
Central Virginia Community College	004988	2-yr	Public	Main	VA
Central Washington University	003771	Univ	Public		WA
Central Wesleyan College	003422	4-yr	Pri-Rel		SC
Central Wyoming College	007289	2-yr	Public		WY
Centre College of Kentucky	001961	4-yr	Pri-Ind		KY
Chaminade Univesity of Honolulu	001605	Univ	Pri-Ind		HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Chatham College	003244	4-yr	Pri-Ind		PA
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Chemeketa Community College	003218	2-yr	Public		OR
Chicago State University	001694	Univ	Public		IL
Chipola Junior College	001472	2-yr	Public		FL
Christ College, Irvine	029059	4-yr	Pri-Rel		CA
Cincinnati Bible Seminary	003029	Theol	Pri-Rel		OH
Cincinnati Technical College	010345	2-yr	Public		OH
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City University of New York, Bronx Community College	002692	2-yr	Public	Main	NY
City University of New York, Graduate School and University Center	004063	Other	Public	Campus	NY
City University of New York, Hunter College	002689	4-yr	Public	Main	NY
City University of New York, La Guardia Community College	010051	2-yr	Public	Campus	NY
City University of New York, Medgar Evers College	010097	2-yr	Public		NY
City University of New York, System Office	002686	Univ	Public	Office	NY
Claremont Graduate School	001169	Other	Pri-Ind	Office	CA
Clarion State College, Main	009235	4-yr	Public	Main	PA
Clark County Community College	010362	2-yr	Public	Main	NV
Clark University	002139	Univ	Pri-Ind		MA
Clarke College	001852	4-yr	Pri-Rel		IA
Clarkson College of Technology	002699	4-yr	Pri-Ind		NY
Clatsop Community College	003189	2-yr	Public		OR
Clayton Junior College	008976	2-yr	Public	Campus	GA
Clemson University	003425	Univ	Public	Office	SC
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Coker College	003427	4-yr	Pri-Ind		SC
Colby College	002039	4-yr	Pri-Ind		ME
Colby-Sawyer College	002572	4-yr	Pri-Ind		NH
Colgate University	002701	4-yr	Pri-Ind		NY
College Misericordia	003247	4-yr	Pri-Rel		PA
College of Du Page	006656	2-yr	Public		IL
College of Ganado	010878	2-yr	Pri-Ind		AZ
College of Great Falls	002527	4-yr	Pri-Rel		MT
College of Lake County	007694	2-yr	Public		IL
College of Mount Saint Joseph	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY
College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Our Lady of the Elms	002140	4-yr	Pri-Ind		MA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Joseph the Provider	003685	4-yr	Pri-Ind		VT
College of Saint Mary	002540	4-yr	Pri-Ind		NE
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Teresa	002344	4-yr	Pri-Rel		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of Santa Fe	002649	4-yr	Pri-Rel		NM
College of William and Mary	003705	Univ	Public	Main	VA
College of Wooster	003037	4-yr	Pri-Ind		OH
College of the Atlantic	011385	4-yr	Pri-Ind		ME
College of the Canyons	008903	2-yr	Public		CA
College of the Holy Cross	002141	4-yr	Pri-Ind		MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
College of the Mainland	007096	2-yr	Pri-Ind		TX
College of the Virgin Islands	008841	4-yr	Public		VI
Colorado College	001347	4-yr	Pri-Ind		CO
Colorado Mountain College	009007	2-yr	Public	Office	CO
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin Community College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia State Community College	003483	2-yr	Public		TN
Columbia University, System Office	007963	Univ	Pri-Ind	Office	NY
Columbia University, Teachers College	003979	Univ	Pri-Ind		NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	Tech	Public		OH
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Main	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Main	PA
Community College of Allegheny County, North	029101	2-yr	Public	Main	PA
Community College of Allegheny County, South	007184	2-yr	Public	Main	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver, System Office	009757	2-yr	Public	Office	CO
Community College of Philadelphia	003249	2-yr	Public		PA
Community College of Rhode Island	003408	2-yr	Public		RI
Concord College	003810	4-yr	Public		WV
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia College, Moorhead	002346	4-yr	Pri-Ind		MN
Connecticut College	001379	4-yr	Pri-Ind		CT
Converse College	003431	4-yr	Pri-Ind		SC
Coppin State College	002068	4-yr	Public		MD
Cornell College	001856	4-yr	Pri-Ind		IA
Cornell University Medical Center	004762	Med	Pri-Ind	Campus	NY
Cornell University, System Office	007964	Univ	Pri-Ind	Office	NY
Corning Community College	002863	2-yr	Public	Campus	NY
County College of Morris	007729	2-yr	Public	Main	NJ
Cowley County Community College	001902	2-yr	Public		KS
Creighton University	002542	Univ	Pri-Rel		NE
Crowder College	002459	2-yr	Public		MO
Cuesta College	001192	2-yr	Public		CA
Cumberland College	001962	4-yr	Pri-Rel		KY
Cuyahoga Community College	008797	2-yr	Public	Office	OH
Cuyamaca College	029246	2-yr	Public	Campus	CA
Dabney S. Lancaster Community College	004996	2-yr	Public	Main	VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas County Community College, System Office	003561	2-yr	Public	Office	TX
Dallas Theological Seminary	003562	Theol	Pri-Ind		TX
Danville Area Community College	001669	2-yr	Public		IL
Danville Community College	003758	2-yr	Public	Main	VA
Davidson College	002918	4-yr	Pri-Ind		NC
Daytona Beach Community College	001475	2-yr	Public		FL
De Pauw University	001792	Univ	Pri-Rel		IN
Dean Junior College	002144	2-yr	Pri-Ind		MA
Del Mar College	003563	2-yr	Public		TX
Delaware Technical and Community College, Stanton	011387	2-yr	Public	Main	DE
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS
Diablo Valley College	001191	2-yr	Public	Campus	CA
Dickinson College	003253	4-yr	Pri-Ind		PA
Doane College	002544	4-yr	Pri-Rel		NE
Dominican College, Blauvelt	002713	4-yr	Pri-Ind		NY
Don Bosco College	002602	4-yr	Pri-Rel		NJ
Dordt College	001859	4-yr	Pri-Ind		IA
Dr. William M. Scholl College of Podiatric Medicine	001690	Other	Pri-Ind		IL
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Dropsie College	003257	Other	Pri-Ind		PA
Drury College	002461	4-yr	Pri-Ind		MO
Duke University	002920	Univ	Pri-Ind		NC
Dundalk Community College	009935	2-yr	Public		MD
Duquesne University	003258	Univ	Pri-Rel		PA
Dutchess Community College	002864	2-yr	Public	Main	NY
Dyersburg State Community College	006835	2-yr	Public		TN
East Carolina University	002923	Univ	Public	Main	NC
East Central Oklahoma State University	003154	Univ	Public		OK
East Los Angeles College	001222	2-yr	Public	Main	CA
East Mississippi Junior College	002405	2-yr	Public	Office	MS
East Stroudsburg State College	003320	4-yr	Public		PA

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East Tennessee State University	003487	Univ	Public		TN
East Texas State University	003565	Univ	Public	Main	TX
East Texas State University, Texarkana	990006	Other	Public	Main	TX
Eastern College	003259	4-yr	Pri-Ind		PA
Eastern Connecticut State College	001425	4-yr	Public	Main	CT
Eastern Illinois University	001674	Univ	Public		IL
Eastern Iowa Community College, System Office	004075	2-yr	Public	Office	IA
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public		MT
Eastern New Mexico University, Main	002651	4-yr	Public	Main	NM
Eastern Oregon State College	003193	4-yr	Public		OR
Eastern Shore Community College	003748	2-yr	Public	Main	VA
Eastern Virginia Medical Authority	010338	Med	Public		VA
Eastern Wyoming College	003929	2-yr	Public		WY
Eastfield College	008510	2-yr	Public	Campus	TX
Eckerd College	001487	4-yr	Pri-Rel		FL
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro State College	003321	4-yr	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public		WA
El Camino Community College	001197	2-yr	Public		CA
El Centro College	004453	2-yr	Public	Campus	TX
El Paso County Community College	010387	2-yr	Public		TX
Elgin Community College	001675	2-yr	Public		IL
Elizabeth Seton College	002717	2-yr	Pri-Ind	Main	NY
Ellsworth Community College	001862	2-yr	Public	Main	IA
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Emanuel County Junior College	010997	2-yr	Public	Main	GA
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind	Office	FL
Emory University	001564	Univ	Pri-Ind	Main	GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	Univ	Public		KS
Episcopal Theological Seminary of the Southwest	003566	Theol	Pri-Rel		TX
Essex Community College	002070	2-yr	Public		MD
Essex County College	007107	2-yr	Public		NJ
Eureka College	001678	4-yr	Pri-Rel		IL
Evangel College of the Assemblies of God	002463	4-yr	Pri-Rel		MO
Everett Community College	003776	2-yr	Public		WA
Evergreen State College	008155	4-yr	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fairleigh Dickinson University, Madison	004738	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, Rutherford	002604	Univ	Pri-Ind	Main	NJ
Fairleigh Dickinson University, System Office	008222	Univ	Pri-Ind	Office	NJ
Fairleigh Dickinson University, Teaneck	002607	Univ	Pri-Ind	Campus	NJ
Fairmont State College	003812	4-yr	Public		WV
Fayetteville State University	002928	Univ	Public	Main	NC
Fayetteville Technical Institute	007640	Tech	Public		NC
Ferrum College	003711	4-yr	Pri-Rel		VA
Findlay College	003045	4-yr	Fri-Rel		OH
Fitchburg State College	002184	4-yr	Public		MA
Flathead Valley Community College	006777	2-yr	Public		MT
Florida Agricultural and Mechanical University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public	Main	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida International University	009635	4-yr	Public		FL
Florida Junior College, Jacksonville	001484	2-yr	Public	Office	FL
Florida Junior College, Jacksonville-Kent	900010	2-yr	Public	Campus	FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Pri-Ind		MO
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Technical Institute	005317	Tech	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Lewis College	001353	4-yr	Public		CO
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Valley State College	001566	4-yr	Public		GA
Francis Marion College	009226	4-yr	Public		SC
Franklin College of Indiana	001798	4-yr	Pri-Rel		IN
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Friends University	001918	4-yr	Pri-Rel		KS
Frostburg State College	002072	4-yr	Public		MD
Furman University	003434	Univ	Pri-Rel		SC
Gainesville Junior College	001567	2-yr	Public		GA

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Gallaudet College	001443	4-yr	Pri-Ind		DC
Gannon University	003266	Univ	Pri-Rel		PA
Garrett Community College	010014	2-yr	Public		MD
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Genesee Community College	006782	2-yr	Public		NY
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-yr	Public	Main	GA
Georgia Institute of Technology, Main	001569	Univ	Public		GA
Georgia Institute of Technology, Southern Technical Institute	001570	4-yr	Public		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public		GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Germanna Community College	008660	2-yr	Public	Main	VA
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glendale Community College	001203	2-yr	Public		CA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Goddard College	003686	4-yr	Pri-Ind		VT
Golden Gate University	001205	Univ	Pri-Ind		CA
Golden West College	001206	2-yr	Public	Campus	CA
Gonzaga University	003778	Univ	Pri-Rel		WA
Gordon College	002153	4-yr	Pri-Ind		MA
Goshen College	001799	4-yr	Pri-Rel		IN
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace College and Seminary	001800	4-yr	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Graduate Theological Union	001207	Other	Pri-Ind		CA
Grambling State University	002006	Univ	Public		LA
Grand Valley State Colleges	002268	4-yr	Public		MI
Grays Harbor College	003779	2-yr	Public		WA
Greater Hartford Community College	007635	2-yr	Public	Campus	CT
Green Mountain College	003687	4-yr	Pri-Ind		VT
Grinnell College	001868	4-yr	Pri-Ind		IA
Gulf Coast Bible College	006942	4-yr	Pri-Rel		TX
Gulf Coast Community College	001490	2-yr	Public		FL
Gustavus Adolphus College	002353	4-yr	Pri-Rel		NM
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann Medical College and Hospital	003271	Univ	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hamline University	002354	Univ	Pri-Rel		MN
Hampton Institute	003714	4-yr	Pri-Ind		VA
Hanover College	001801	4-yr	Pri-Rel		IN
Harford Community College	002075	2-yr	Public		MD
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartnell College	001209	2-yr	Public		CA
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Haverford College	003274	4-yr	Pri-Ind		PA
Hawaii Loa College	004548	4-yr	Pri-Ind		HI
Heidelberg College	003048	4-yr	Pri-Rel		OH
Henderson County Junior College	003572	2-yr	Public	Main	TX
Hendrix College	001099	4-yr	Pri-Rel		AR
Highland Community College	001681	2-yr	Public		IL
Highland Park Community College	002271	2-yr	Public		MI
Hill Junior College	003573	2-yr	Public		TX
Hillsborough Community College	007870	2-yr	Public	Office	FL
Hiram College	003049	4-yr	Pri-Ind		OH
Hiwassee College	003494	2-yr	Pri-Rel		TN
Hobart-William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hocking Technical College	007958	4-yr	Public		OH
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Names College	001183	4-yr	Pri-Rel		CA
Holyoke Community College	002170	2-yr	Pri-Rel		MA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-yr	Public		SC
Houston Community College	010633	2-yr	Public	Office	TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	Univ	Pri-Rel		TX
Hudson County Community College	012954	2-yr	Public		NJ
Humphreys College	001212	2-yr	Pri-Ind		CA
Huntingdon College	001019	4-yr	Pri-Rel		AL

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Huntington College	001803	4-yr	Pri-Rel		IN
Huron College	003464	4-yr	Pri-Ind		SD
Husson College	002043	4-yr	Pri-Ind		ME
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois Central College	006753	2-yr	Public		IL
Illinois College	001688	4-yr	Pri-Rel		IL
Illinois Eastern Community College, System Office	009135	2-yr	Public	Office	IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Ind		IL
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana State University, Main	009563	Univ	Public	Main	IN
Indiana University of Pennsylvania	008810	Univ	Public		PA
Indiana University, Bloomington	001809	Univ	Public	Campus	IN
Indiana University, Kokomo	001814	4-yr	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, Southeast	001817	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public		IN
Indiana Vocational Technical College, System Office	009916	Tech	Public	Office	IN
Institute for Advanced Study	900045	Other	Pri-Ind		NJ
Inter American University of Puerto Rico, Aguadillo	003939	2-yr	Public	Campus	PR
Inter American University of Puerto Rico, San German	003938	Univ	Pri-Ind	Office	PR
Iona College	002737	4-yr	Pri-Ind		NY
Iowa Lakes Community College	001864	2-yr	Public	Office	IA
Iowa State University	001869	Univ	Public		IA
Iowa Wesleyan College	001871	4-yr	Pri-Rel		IA
Iowa Western Community College	008739	2-yr	Public		IA
Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College, Downtown	900057	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, Parham Road	900056	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, System Office	003759	2-yr	Public	Office	VA
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public		TN
Jackson State University	002410	Univ	Public		MS
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
James Madison University	003721	Univ	Public		VA
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson Community College	002870	2-yr	Public		NY
John B. Stetson University	001531	Univ	Pri-Rel		FL
John Brown University	001100	4-yr	Pri-Ind		AR
John Tyler Community College	004004	2-yr	Public	Main	VA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson County Community College	008244	2-yr	Public		KS
Joliet Junior College	001699	2-yr	Public	Office	IL
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007960	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	Tech	Public		KS
Kaskaskia College	001701	2-yr	Public		IL
Keene State College	002590	4-yr	Public	Campus	NH
Kennesaw College	001577	4-yr	Public		GA
Kent State University, Main	003051	Univ	Public	Main	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kishwaukee College	007684	2-yr	Public		IL
Kutztown State College	003322	4-yr	Public		PA
La Grange College	001578	4-yr	Pri-Ind		GA
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle College	003287	4-yr	Pri-Ind		PA
Labette Community College	001930	2-yr	Public		KS
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake City Community College	001501	2-yr	Public		FL
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Forest School of Management	029244	Other	Pri-Ind		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lake Region Community College	002991	2-yr	Public		ND
Lake-Sumter Community College	001502	2-yr	Public		FL
Lakeland College	003854	4-yr	Pri-Rel		WI
Lakeland Community College	006804	2-yr	Public		OH
Lakeshore Technical Institute	005297	Tech	Public		WI
Lamar Community College	001355	2-yr	Public		CO
Lancaster Bible College	003285	4-yr	Pri-Ind		PA
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public		OR
Lansing Community College	002278	2-yr	Public		MI
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Other	Public	Campus	TX
Lassen Community College	001217	2-yr	Public		CA
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lesley College	002160	4-yr	Pri-Ind		MA
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lincoln Christian College	001708	4-yr	Pri-Rel		IL
Lindsey Wilson College	001972	2-yr	Pri-Rel		KY
Linfield College	003198	4-yr	Pri-Ind		OR
Linn-Benton Community College	006938	2-yr	Public		OR
Livingstone College	002942	4-yr	Pri-Rel		NC
Lon Morris College	003585	2-yr	Pri-Rel		TX
Long Island University	002751	Univ	Pri-Ind	Office	NY
Lorain County Community College	003068	2-yr	Public		OH
Loretto Heights College	001356	4-yr	Pri-Ind		CO
Los Angeles College of Chiropractic	001229	4-yr	Pri-Ind		CA
Los Rios Community College, System Office	001231	2-yr	Public	Office	CA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Main	LA
Louisiana State University, Alexandria	002011	2-yr	Public	Campus	LA
Louisiana State University, Shreveport	002013	Univ	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Lower Columbia College	003782	2-yr	Public		WA
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University	011649	Univ	Pri-Ind	Main	CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel	Office	IL
Lurleen B. Wallace State Junior College	008988	2-yr	Public		AL
Luther College	001874	4-yr	Pri-Rel		IA
Lutheran Bible Institute, Seattle	029019	2-yr	Pri-Rel		WA
Lycoming College	003293	4-yr	Pri-Rel		PA
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College, System Office	002281	2-yr	Public	Office	MI
Madonna College	002282	4-yr	Pri-Ind		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Malone College	003072	4-yr	Pri-Rel		OH
Manatee Junior College	001504	2-yr	Public		FL
Manchester Community College	001392	2-yr	Public		CT
Manhattan Christian College	001931	4-yr	Pri-Rel		KS
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Maria Regina College	002764	2-yr	Pri-Rel		NY
Marian College	001821	4-yr	Pri-Rel		IN
Maricopa County Community College, System Office	001075	2-yr	Public	Office	AZ
Marietta College	003073	4-yr	Pri-Ind		OH
Marion College	001822	4-yr	Pri-Rel		IN
Marion Technical College	010736	Tech	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Washington College	003746	4-yr	Public		VA
Marycrest College	001876	4-yr	Pri-Rel		IA
Marygrove College	002284	4-yr	Pri-Rel		MI
Maryland Institute	002080	4-yr	Pri-Ind		MD
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Manhattan College	002769	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Ind		CA
Maryville College	003505	4-yr	Pri-Rel		TN
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Ind		PA
Massachusetts Board of Regents of Higher Education	990002	Other	Public	Office	MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Mattatuck Community College	006982	2-yr	Public	Main	CT
Mayland Technical College	011197	Tech	Public		NC
McCook Community College	002552	2-yr	Public		NE
McCormick Theological Seminary	001721	Theol	Pri-Rel		IL
McHenry County College	007691	2-yr	Public		IL
McKendree College	001722	4-yr	Pri-Rel		IL
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medical College of Georgia	001579	Med	Public	Main	GA
Medical College of Pennsylvania	003398	Other	Public		PA
Medical College of Wisconsin	008296	Med	Pri-Ind		WI
Memphis State University	003509	Univ	Public	Main	TN
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Meredith College	002945	4-yr	Pri-Rel		NC
Merrimack College	002120	4-yr	Pri-Rel		MA
Mesa College	001358	4-yr	Public		CO
Messiah College	003298	4-yr	Pri-Rel		PA
Metropolitan Community Colleges, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Other	Public		MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami-Dade Community College	001506	2-yr	Public		FL
Michigan Technological University	002292	Univ	Public		MI
Mid-Plains Community College	002557	2-yr	Public	Office	NE
Middle Georgia College	001581	2-yr	Public		GA
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex County College	002615	2-yr	Public		NJ
Midland College	009797	2-yr	Public		TX
Midland Lutheran College	002553	4-yr	Pri-Rel		NE
Midlands Technical College	003993	2-yr	Public		SC
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville State College	003325	4-yr	Public		PA
Millikin University	001724	4-yr	Pri-Ind		IL
Mills College	001238	4-yr	Pri-Ind		CA
Milwaukee Area Technical College	003866	Tech	Public	Campus	WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Mississippi County Community College	012860	2-yr	Public		AR
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Southern State College	002488	4-yr	Public		MO
Missouri Western State College	002490	4-yr	Public		MO
Mitchell College	001393	2-yr	Pri-Ind		CT
Mohave Community College	011864	2-yr	Public		AZ
Mohawk Valley Community College	002871	2-yr	Public		NY
Molloy College	002775	4-yr	Pri-Ind		NY
Monmouth College	001725	4-yr	Pri-Ind		IL
Monmouth College	002616	4-yr	Pri-Ind		NJ
Monroe Community College	002872	2-yr	Public		NY
Montana College of Mineral Science and Technology	002531	4-yr	Public	Main	MT
Montana State University	002532	Univ	Public		MT
Montcalm Community College	002295	2-yr	Public		MI
Montclair State College	002617	4-yr	Public	Main	NJ
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montgomery Technical Institute	008087	Tech	Public		NC
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moorhead State University	002367	Univ	Public		MN
Moraine Park Vocational, Technical, and Adult Education, System Office	009256	Tech	Public	Office	WI
Moraine Valley Community College	007692	2-yr	Public		IL
Moravian College	003301	4-yr	Pri-Rel		PA
Morehead State University	001976	Univ	Public		KY
Morningside College	001879	4-yr	Pri-Rel		IA
Mount Holyoke College	002192	4-yr	Pri-Ind		MA
Mount Hood Community College	003204	2-yr	Public		OR
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Clare College	001881	4-yr	Pri-Rel		IA
Mount Saint Mary's College	002086	4-yr	Pri-Rel		MD
Mount San Antonio Community College	001245	2-yr	Public		CA
Mount Vernon College	001452	4-yr	Pri-Ind		DC
Mount Wachusett Community College	002172	2-yr	Public	Main	MA
Mountain Empire Community College	009629	2-yr	Public	Main	VA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Mountain View College	008503	2-yr	Public	Campus	TX
Mundelein College	001731	4-yr	Pri-Ind		IL
Murray State College	003158	2-yr	Public		OK
Murray State University	001977	Univ	Public		KY
Muskegon Community College	002297	2-yr	Public		MI
Muskingum College	003084	4-yr	Pri-Rel		OH
Napa Valley Community College	001247	2-yr	Public		CA
National University	011460	Univ	Pri-Ind		CA
Nazareth College, Kalamazoo	002298	4-yr	Pri-Rel		MI
Nebraska Western College	002560	2-yr	Public	Main	NE
Neosho County Community College	001936	2-yr	Public		KS
Neumann College	003988	4-yr	Pri-Rel		PA
New England College	002579	4-yr	Pri-Ind	Main	NH
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Vocational-Technical College, Laconia	007555	2-yr	Public		NH
New Jersey Institute of Technology	002621	Univ	Public		NJ
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Junior College	002655	2-yr	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University, Main	002657	Univ	Public		NM
New School for Social Research	002780	Univ	Pri-Ind	Main	NY
New School of Music	011146	4-yr	Pri-Ind		PA
Newberry College	003440	4-yr	Pri-Rel		SC
Niagara University	002788	Univ	Pri-Rel		NY
Nichols College	002197	4-yr	Pri-Ind		MA
North Adams State College	002187	4-yr	Public		MA
North Carolina School of the Arts	003981	4-yr	Public	Main	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Dakota State University	009265	Univ	Public	Main	ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Florida Junior College	001508	2-yr	Public		FL
North Greenville College	003441	2-yr	Pri-Rel		SC
North Harris County College	011145	2-yr	Public		TX
North Hennepin Community College	002370	2-yr	Public	Campus	MN
North Iowa Area Community College	001877	2-yr	Public		IA
North Lake College	029066	2-yr	Public	Campus	TX
North Park College and Theological Seminary	001735	Theol	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public	Main	MA
North Texas State University	003594	Univ	Public	Main	TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Iowa Technical Institute	004587	Tech	Public	Office	IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities, College of Medicine	029045	Med	Public		OH
Northeastern Oklahoma State University	003161	Univ	Public		OK
Northern Arizona University	001082	Univ	Public		AZ
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern State College	003466	4-yr	Public		SD
Northland College	003875	4-yr	Pri-Ind		WI
Northland Pioneer College	011862	2-yr	Public		AZ
Northwest Missouri State University	002496	Univ	Public		MO
Northwest Technical College	008677	Tech	Public		OH
Northwestern College	001883	4-yr	Pri-Rel		IA
Northwestern College	002371	4-yr	Pri-Ind		MN
Northwestern Connecticut Community College	001398	2-yr	Public	Main	CT
Northwestern Michigan College	002302	2-yr	Public		MI
Northwestern State University of Louisiana	002021	Univ	Public	Office	LA
Northwestern University	001739	Univ	Pri-Ind		IL
Norwalk State Technical College	001400	Tech	Public		CT
Norwich University, Main	003692	Univ	Pri-Ind	Main	VT
Notre Dame College	002584	4-yr	Pri-Ind		NH
Notre Dame College	003085	4-yr	Pri-Rel		OH
Nova University	001509	Univ	Pri-Ind		FL
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Odessa College	003596	2-yr	Public		TX
Ohio Dominican College	003035	4-yr	Pri-Rel		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio State University, Main	006883	Univ	Public	Main	OH
Ohio University, Lancaster	003104	2-yr	Public	Campus	OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Ohio University, Main	003100	Univ	Public	Main	OH
Ohio University, Zanesville	003108	2-yr	Public	Campus	OH
Ohio Wesleyan University	003109	4-yr	Pri-Ind		OH
Oklahoma Baptist University	003164	Univ	Pri-Rel		OK
Oklahoma Christian College	003165	4-yr	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University, Main	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olympic College	003784	2-yr	Public		WA
Onondaga Community College	002875	2-yr	Public	Main	NY
Orangeburg Calhoun Technical College	006815	Tech	Public		SC
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	Office	OR
Oregon State University	003210	Univ	Public		OR
Oscar Rose Junior College	009185	2-yr	Public		OK
Otterbein College	003110	4-yr	Pri-Ind		OH
Owens Technical College	005753	2-yr	Public		OH
Pace University, System Office	007970	Univ	Pri-Ind	Office	NY
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific University	003212	Univ	Pri-Rel		OR
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Junior College	001512	2-yr	Public		FL
Palmer College of Chiropractic	012300	Other	Pri-Ind		IA
Pan American University	003599	Univ	Public		TX
Paris Junior College	003601	2-yr	Public		TX
Parkersburg Community College	003828	2-yr	Public		WV
Parkland College	007118	2-yr	Public		IL
Pasadena City College	001261	2-yr	Public		CA
Passaic County Community College	009994	2-yr	Public		NJ
Patrick Henry Community College	003751	2-yr	Public	Main	VA
Paul D. Camp Community College	009159	2-yr	Public	Main	VA
Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peabody Institute of Johns Hopkins University	002088	4-yr	Pri-Ind	Campus	MD
Peace College	002953	2-yr	Pri-Ind		NC
Pembroke State University	002954	Univ	Public	Campus	NC
Peninsula College	003786	2-yr	Public		WA
Pennsylvania College of Optometry	003311	Other	Pri-Ind		PA
Pennsylvania College of Podiatric Medicine	003312	Med	Pri-Ind		PA
Pennsylvania State University, System Office	003329	Univ	Public	Office	PA
Pepperdine University	001264	Univ	Pri-Rel	Main	CA
Peralta Community College, Laney	001266	2-yr	Public	Main	CA
Peralta Community Colleges, College of Alameda	008306	2-yr	Public	Main	CA
Peralta Community Colleges, Merritt	001267	2-yr	Public	Main	CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Perkins School for the Blind	990012	Other	Pri-Ind		MA
Peru State College	002559	4-yr	Public		NE
Philadelphia College of Pharmacy and Science	003353	4-yr	Pri-Ind		PA
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Phillips County Community College	001104	2-yr	Public		AR
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pikes Peak Community College	008896	2-yr	Public		CO
Pikeville College	001980	4-yr	Pri-Rel		KY
Pima Community College	007266	2-yr	Public	Office	AZ
Pittsburg State University	001926	Univ	Public		KS
Pitzer College	001172	4-yr	Pri-Ind	Campus	CA
Plymouth State College	002591	4-yr	Public	Main	NH
Point Loma College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Pontifical College Josephinum	003113	Other	Pri-Rel		OH
Portland Community College	003213	2-yr	Public		OR
Portland State University	003216	Univ	Public		OR
Post College	001401	4-yr	Pri-Ind		CT
Pratt Institute	002798	4-yr	Pri-Ind		NY
Presbyterian College	003445	4-yr	Pri-Rel		SC
Prince George's Community College	002089	2-yr	Public		MD
Princeton Theological Seminary	002626	Theol	Pri-Rel		NJ
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-yr	Pri-Ind		IL
Providence College	003406	4-yr	Pri-Ind		RI
Pueblo Vocational Community College	029166	2-yr	Public		CO
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, North Central	001826	4-yr	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Quincy College	001745	4-yr	Pri-Rel		IL
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Radford University	003732	Univ	Public		VA
Ramapo College of New Jersey	009344	4-yr	Public		NJ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Pri-Ind		OR
Regis College	001363	4-yr	Pri-Rel		CO
Rend Lake College	007119	2-yr	Public		IL
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Research Foundation of State University of New York	990005	Other	Pri-Ind	Main	NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind		RI
Richard Bland College	003707	2-yr	Public		VA
Richland College	008504	2-yr	Public	Campus	TX
Ricks College	001625	2-yr	Pri-Rel		ID
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Rivier College	002586	4-yr	Pri-Ind		NH
Roane State Community College	009914	2-yr	Public		TN
Roanoke College	003736	4-yr	Pri-Rel		VA
Robert Morris College	003359	4-yr	Pri-Ind		PA
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rock Valley College	001747	2-yr	Public		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockland Community College	002877	2-yr	Public		NY
Rocky Mountain College	002534	4-yr	Pri-Rel		MT
Rogers State College	003168	2-yr	Public		OK
Rogue Community College	010182	2-yr	Public		OR
Rollins College	001515	4-yr	Pri-Ind		FL
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-yr	Pri-Rel		IL
Rose-Hulman Institute of Technology	001830	Univ	Pri-Ind		IN
Rosemont College	003360	4-yr	Pri-Rel		PA
Russell Sage College, Main	002810	4-yr	Pri-Ind	Main	NY
Rust College	002433	4-yr	Pri-Rel		MS
Saddleback Community College	008918	2-yr	Public		CA
Saginaw Valley State College	002314	4-yr	Public		MI
Saint Andrews Presbyterian College	002967	4-yr	Pri-Rel		NC
Saint Anselm College	002587	4-yr	Pri-Ind		NH
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Cloud State University	002377	Univ	Public	Main	MN
Saint Edward's University	003621	Univ	Pri-Ind		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John's College, Main	002092	4-yr	Pri-Ind		MD
Saint John's College, Santa Fe	002093	4-yr	Pri-Ind	Campus	NM
Saint John's University	002823	Univ	Pri-Rel		NY
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University, Main	002506	Univ	Pri-Rel	Main	MO
Saint Louis University, Parks College	003970	4-yr	Pri-Rel	Campus	IL
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's Dominican College	002028	4-yr	Pri-Rel		LA
Saint Mary's University, San Antonio	003623	Univ	Pri-Rel		TX
Saint Mary-of-the-Woods College	001835	4-yr	Pri-Rel		IN
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul's College	002510	2-yr	Pri-Rel		MO
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public		FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Saint Xavier College	001768	4-yr	Pri-Ind		IL
Salem College	002960	4-yr	Pri-Rel		NC
Salem State College	002188	4-yr	Public	Main	MA
Salisbury State College	002091	4-yr	Public		MD
Salish Kootenai Community College	029224	2-yr	Pri-Ind		MT
Sam Houston State University	003606	Univ	Public		TX
San Diego Community College, System Office	001273	2-yr	Public	Office	CA
San Diego State University	001151	Univ	Public	Main	CA
Sandhills Community College	002961	2-yr	Public		NC
Sangamon State University	009333	Univ	Public		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Savannah State College	001590	4-yr	Public	Campus	GA
Scarritt College	003515	Other	Pri-Rel		TN
Schenectady County Community College	006785	2-yr	Public	Main	NY
School for International Training	008860	Other	Pri-Ind	Main	VT
School of Theology, Claremont	001288	Theol	Pri-Rel		CA
School of the Art Institute of Chicago	001753	4-yr	Pri-Ind		IL
Schoolcraft College	002315	2-yr	Public		MI
Scripps College	001174	4-yr	Pri-Ind		CA
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seton Hall University	002632	Univ	Pri-Rel		NJ
Seton Hill College	003362	4-yr	Pri-Rel		PA
Shawnee State Community College	012748	2-yr	Public		OH
Shelby State Community College	010439	2-yr	Public		TN
Shepherd College	003822	4-yr	Public		WV
Sheridan College	003930	2-yr	Public		WY
Shippensburg State College	003326	4-yr	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Simon's Rock of Bard College	009645	4-yr	Pri-Ind	Campus	MA
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Sioux Falls College	003469	4-yr	Pri-Rel		SD
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock State College	003327	4-yr	Public		PA
Snead State Junior College	001038	2-yr	Public	Main	AL
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Sonoma State University	001156	Univ	Public	Main	CA
South Central Community College	008037	2-yr	Public		CT
South Dakota State University	003471	Univ	Public		SD
South Oklahoma City Junior College	010391	2-yr	Public		OK
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University, Main	001107	Univ	Public	Main	AR
Southern Baptist College	001106	2-yr	Pri-Rel		AR
Southern Connecticut State College	001406	4-yr	Public	Main	CT
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public		IL
Southern Maine Vocational Technical Institute	005525	Tech	Public		ME
Southern Methodist University	003613	Univ	Pri-Rel		TX
Southern Oregon State College	003219	4-yr	Public		OR
Southern Seminary Junior College	003738	2-yr	Pri-Ind		VA
Southern State Community College	012870	2-yr	Public		OH
Southern University, Main	009636	Univ	Public	Main	LA
Southern University, New Orleans	002026	Univ	Public	Campus	LA
Southern University, Shreveport	004622	Univ	Public	Campus	LA
Southern University, System Office	009637	Univ	Public	Office	LA
Southern Utah State College	003678	4-yr	Public		UT
Southern West Virginia Community College	003816	2-yr	Public	Office	WV
Southside Virginia Community College	008661	2-yr	Public	Main	VA
Southwest Baptist University	002502	Univ	Pri-Rel		MO
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	Univ	Public		MN
Southwest Texas Junior College	003614	2-yr	Public		TX
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public	Main	VA
Southwestern Assemblies of God College	003616	4-yr	Pri-Rel		TX
Southwestern Baptist Theological Seminary	003617	Theol	Pri-Rel		TX
Southwestern Community College	001294	2-yr	Public		CA
Southwestern Indian Polytechnic Institute	990003	Tech	Public		NM
Southwestern Technical College	008466	2-yr	Public		NC
Southwestern University	003620	4-yr	Pri-Rel		TX
Southwestern University School of Law	001295	Law	Pri-Ind		CA
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding College	001960	Univ	Pri-Ind		KY
Spartanburg Technical College	003994	Tech	Public		SC
Spelman College	001594	4-yr	Pri-Ind		GA
Spring Garden College	003363	4-yr	Pri-Ind		PA
Spring Hill College	001041	4-yr	Pri-Rel		AL
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield Technical Community College	008078	2-yr	Public		MA
Stanford University	001305	Univ	Pri-Ind		CA
State Technical Institute, Knoxville	012693	Tech	Public		TN
State Technical Institute, Memphis	007105	Tech	Public		TN
State University System of Minnesota, System Office	029070	Univ	Public	Office	MN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
State University of New York	009929	Other	Public	Main	NY
State University of New York Agricultural and Technical College, Alfred	002854	Tech	Public	Main	NY
State University of New York Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Cortland	002843	4-yr	Public	Main	NY
State University of New York College, Oneonta	002847	4-yr	Public	Main	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York College, Potsdam	002850	4-yr	Public	Campus	NY
State University of New York, Albany	002835	Univ	Public	Main	NY
State University of New York, Buffalo	002837	Univ	Public	Campus	NY
State University of New York, College of Technology, Utica-Rome	006792	Other	Public	Main	NY
State University of New York, Empire State College	010286	4-yr	Public	Main	NY
State University of New York, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
State University of New York, System Office	002834	Univ	Public	Office	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Pri-Ind		MO
Stevens Institute of Technology	002639	4-yr	Pri-Ind		NJ
Strayer College	001459	4-yr	Pri-Ind	Office	DC
Suffolk County Community College, Eastern	004816	2-yr	Public	Campus	NY
Suffolk County Community College, Selden	002878	2-yr	Public	Campus	NY
Suffolk County Community College, System Office	900071	2-yr	Public	Office	NY
Suffolk County Community College, Western	013204	2-yr	Public	Campus	NY
Suffolk University	002218	Univ	Pri-Ind		MA
Suomi College	002322	2-yr	Pri-Rel		MI
Susquehanna University	003369	4-yr	Pri-Ind		PA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University, Main	002882	Univ	Pri-Ind		NY
Tabor College	001946	4-yr	Pri-Rel		KS
Tacoma Community College	003796	2-yr	Public		WA
Taft College	001309	2-yr	Public		CA
Tarleton State University	003631	Univ	Public		TX
Tarrant County Junior College	008898	2-yr	Public	Office	TX
Taylor University	001838	4-yr	Pri-Ind		IN
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public	Main	OH
Texas A&I University	003639	Univ	Public	Main	TX
Texas A&M University, Galveston	010298	4-yr	Public	Campus	TX
Texas A&M University, Main	010366	Univ	Public	Main	TX
Texas A&M University, System Office	003629	Univ	Public	Office	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Southern University	003642	Univ	Public		TX
Texas Tech University	003644	Univ	Public	Main	TX
Texas Wesleyan College	003645	4-yr	Pri-Rel		TX
Thiel College	003376	4-yr	Pri-Rel		PA
Thomas A. Edison State College	011648	Other	Public		NJ
Thomas College	002052	4-yr	Pri-Ind		ME
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas M. Cooley Law School	012627	Law	Pri-Ind		MI
Thomas More College	002001	4-yr	Pri-Rel		KY
Thomas Nelson Community College	006871	2-yr	Public	Main	VA
Tidewater Community College	003712	2-yr	Public	Main	VA
Towson State University	002099	Univ	Public		MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Trenton State College	002642	4-yr	Public		NJ
Trevecca Nazarene College	003526	4-yr	Pri-Rel		TN
Tri-State University	001839	4-yr	Pri-Ind		IN
Trinity Bible Institute	012059	Other	Pri-Rel		ND
Trinity Christian College	001771	4-yr	Pri-Ind		IL
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Rel		DC
Trinity College	003695	4-yr	Pri-Rel		VT
Trinity University	003647	Univ	Pri-Ind		TX
Troy State University, Main	001047	Univ	Public	Main	AL
Truckee Meadows Community College	029231	2-yr	Public	Campus	NV
Tufts University	002219	Univ	Pri-Ind		MA
Tulane University	002029	Univ	Pri-Ind		LA
Tuskegee Institute	001050	4-yr	Pri-Ind		AL
Ulster County Community College	002880	2-yr	Public		NY
Union Theological Seminary	002890	Theol	Pri-Rel		NY
United Theological Seminary	002386	Theol	Pri-Ind		MN
Unity College	006858	4-yr	Pri-Ind		ME

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Akron, Main	003123	Univ	Public	Main	OH
University of Alabama, Birmingham	001052	Univ	Public	Main	AL
University of Alabama, Huntsville	001055	Univ	Public	Main	AL
University of Alabama, Main	001051	Univ	Public	Main	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	Univ	Public	Main	AK
University of Alaska, Anchorage Community College	001064	2-yr	Public	Campus	AK
University of Alaska, Fairbanks	001063	Univ	Public	Main	AK
University of Alaska, System Office	008005	Univ	Public	Office	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Little Rock	001101	Univ	Public	Campus	AR
University of Arkansas, Main	001108	Univ	Public	Main	AR
University of Arkansas, Medical Sciences	001109	Med	Public	Campus	AR
University of Arkansas, Monticello	001085	Univ	Public	Campus	AR
University of Baltimore	002102	Univ	Public	Main	MD
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ	Public	Campus	LA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of Central Florida	003954	Univ	Public	Campus	FL
University of Chicago	001774	Univ	Pri-Ind		IL
University of Cincinnati, System Office	008039	Univ	Public		OH
University of Colorado, Boulder	001370	Univ	Public	Main	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Health Sciences Center	004508	Univ	Public	Campus	CO
University of Connecticut	029013	Univ	Public		CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI
University of Dubuque	001891	4-yr	Pri-Rel		IA
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public		FL
University of Georgia	001598	Univ	Public	Main	GA
University of Hartford	001422	Univ	Pri-Ind		CT
University of Hawaii, Hilo	029020	4-yr	Public	Main	HI
University of Hawaii, Kapiolani Community College	001613	2-yr	Public	Campus	HI
University of Hawaii, Manoa	001610	4-yr	Public	Main	HI
University of Hawaii, Systems Office	007885	Univ	Public	Office	HI
University of Houston, Clear Lake City	011711	Univ	Public	Campus	TX
University of Houston, Downtown	012826	4-yr	Public	Campus	TX
University of Houston, Main	003652	Univ	Public	Main	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Urbana-Champaign	001775	Univ	Public	Main	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public		KY
University of Kentucky, System Office	008011	Univ	Public	Office	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Louisville, Hospital	990015	Other	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	4-yr	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, Presque Isle	002033	Univ	Public	Main	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore County	002105	Univ	Public	Campus	MD
University of Maryland, Baltimore Professional Schools	002104	Med	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Main	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Massachusetts Medical School, Worchester	009756	Med	Public	Main	MA
University of Massachusetts, Amherst	002221	Univ	Public	Main	MA
University of Medicine and Dentistry of New Jersey, Newark	002620	Med	Public	Main	NJ
University of Miami	001536	4-yr	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	4-yr	Public	Campus	MI
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Minneapolis Saint Paul	003969	Univ	Public	Office	MN
University of Minnesota, Morris	002389	4-yr	Public	Campus	MN

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Mississippi, Medical Center	004688	Med	Public	Campus	MS
University of Mississippi, System Office	008022	Univ	Public	Office	MS
University of Missouri, Columbia	002516	Univ	Public	Main	MO
University of Missouri, Kansas City	002518	Univ	Public	Main	MO
University of Missouri, Rolla	002517	Univ	Public	Main	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Main	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Main	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Las Vegas	002569	Univ	Public	Main	NV
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of New Hampshire, Main	002589	Univ	Public	Main	NH
University of New Hampshire, System Office	008027	Univ	Public	Office	NH
University of New Mexico, Main	010313	Univ	Public		NM
University of New Orleans	002015	Univ	Public	Campus	LA
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	Univ	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Main	NC
University of North Carolina, Charlotte	002975	Univ	Public	Main	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Dakota, Main	003005	Univ	Public		ND
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Ind		IN
University of Oklahoma, Health Sciences Center	005889	Med	Public	Campus	OK
University of Oklahoma, Norman	003184	Univ	Public	Main	OK
University of Oregon, Health Sciences Center	004882	Med	Public	Campus	OR
University of Oregon, Main	003223	Univ	Public	Main	OR
University of Ostoepathic Medicine and Health Sciences	001855	Univ	Pri-Ind		IA
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Phoenix	029143	Univ	Pri-Ind	Office	AZ
University of Puerto Rico, Cayey University College	007206	4-yr	Public	Campus	PR
University of Puerto Rico, Humacao University College	003943	4-yr	Public	Campus	PR
University of Puerto Rico, Mayaguez	003944	Univ	Public	Campus	PR
University of Puerto Rico, Medical Sciences Campus	003945	Med	Public	Main	PR
University of Puget Sound	003797	Univ	Pri-Ind		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public		RI
University of Richmond	003744	Univ	Pri-Rel		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of Saint Thomas	003654	Univ	Pri-Rel		TX
University of San Diego	010395	Univ	Pri-Ind		CA
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Univ	Public		AL
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, Coastal Carolina College	003451	4-yr	Public	Campus	SC
University of South Carolina, Spartanburg	006951	Univ	Public	Campus	SC
University of South Carolina, System Office	008049	Univ	Public	Office	SC
University of South Carolina, Union	004927	2-yr	Public		SC
University of South Dakota, Main	003474	Univ	Public	Main	SD
University of South Dakota, Springfield	003472	4-yr	Public	Campus	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Colorado	001365	Univ	Public		CO
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public		MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Steubenville	003036	Univ	Pri-Ind		OH
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Univ	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Institute of Agriculture	990008	Other	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Main	TN
University of Tennessee, Martin	003531	Univ	Public	Main	TN
University of Texas Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas Medical Branch, Galveston	004952	Med	Public	Campus	TX
University of Texas, Arlington	003656	Univ	Public		TX
University of Texas, Austin	003658	Univ	Public		TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, El Paso	003661	Univ	Public	Main	TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Texas, Permian Basin	009930	Univ	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Main	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	029164	Univ	Public	Campus	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Ind		OK
University of Utah	003675	Univ	Public		VT
University of Vermont	003696	Univ	Public		VT
University of Virginia, Main	006968	Univ	Public	Main	VA
University of West Florida	003955	Univ	Public	Main	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Main	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Main	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Oshkosh	009630	Univ	Public	Campus	WI
University of Wisconsin, Parkside	005015	Univ	Public	Main	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Main	WI
University of Wisconsin, Stout	003915	Univ	Public	Main	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	4-yr	Public	Main	WI
University of Wyoming	003932	Univ	Public		WY
University of the Pacific	001329	Univ	Pri-Ind	Main	CA
University of the South	003534	4-yr	Pri-Rel		TN
Urbana College	003133	4-yr	Pri-Rel	Office	OH
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah State University	003677	Univ	Public		UT
Utah Technical College, Provo	004027	Tech	Public		UT
Utah Technical College, Salt Lake City	005220	2-yr	Public		UT
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley Forge Military Junior College	003386	2-yr	Pri-Ind		PA
Valparaiso University	001842	Univ	Pri-Rel		IN
Vanderbilt University	003535	Univ	Pri-Ind		TN
Vassar College	002895	4-yr	Pri-Ind		NY
Victoria College	003662	2-yr	Public		TX
Villa Maria College	003387	Tech	Pri-Rel		PA
Villanova University	003388	Univ	Pri-Rel		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Community College, System Office	008904	2-yr	Public	Office	VA
Virginia Highlands Community College	007099	2-yr	Public	Main	VA
Virginia Military Institute	003753	4-yr	Public		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State University	003764	Univ	Public		VA
Virginia Wesleyan College	003767	4-yr	Pri-Rel		VA
Virginia Western Community College	003760	2-yr	Public	Main	VA
Viterbo College	003911	4-yr	Pri-Rel		WI
Volunteer State Community College	009912	2-yr	Public		TN
Voorhees College	003455	4-yr	Pri-Rel		SC
Wabash College	001844	4-yr	Pri-Ind		IN
Wagner College	002899	4-yr	Pri-Rel		NY
Wake Forest University	002978	Univ	Pri-Rel		NC
Waldorf College	001895	2-yr	Pri-Rel		IA
Walters State Community College	008863	2-yr	Public		TN
Warner Southern College	008848	4-yr	Pri-Rel		FL
Washburn University, Topeka	001949	Univ	Public		KS
Washington Bible College	001462	4-yr	Pri-Ind		MD
Washington State Board for Community College Education	990009	Other	Public	Office	WA
Washington State Community College, System Office	010784	2-yr	Public	Office	WA
Washington Technical College	010453	2-yr	Public		OH
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washtenaw Community College	002328	2-yr	Public		MI
Waterbury State Technical College	001423	2-yr	Public		CT
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Tech	Public		WI
Wayne State College	002566	4-yr	Public		NE
Wayne State University	002329	Univ	Public		MI
Waynesburg College	003391	4-yr	Pri-Ind		PA
Weber State College	003680	4-yr	Public	Main	VT
Wellesley College	002224	4-yr	Pri-Ind		MA
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Georgia College	001601	4-yr	Public		GA
West Shore Community College	007950	2-yr	Public		MI

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
West Texas State University	003665	Univ	Public		TX
West Virginia Board of Regents	990011	Other	Public	Office	WV
West Virginia School of Osteopathic Medicine	011245	Med	Public		WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westark Community College	001110	2-yr	Public		AR
Westbrook College	002056	2-yr	Pri-Ind		ME
Western Carolina University	002981	Univ	Public	Main	NC
Western Conservative Baptist Seminary	007178	Theol	Pri-Rel		OR
Western Illinois University	001780	Univ	Public		IL
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public		MT
Western New England College	002226	Other	Pri-Ind		MA
Western New Mexico University	002664	Univ	Public		NM
Western Texas College	009549	2-yr	Public		TX
Western Washington University	003802	Univ	Public		WA
Western Wyoming Community College	003933	2-yr	Public		WY
Westfield State College	002189	4-yr	Public		MA
Westminster College	002523	4-yr	Pri-Ind		MO
Westminster College	003681	4-yr	Pri-Ind		VT
Westminster Theological Seminary	003393	Theol	Pri-Ind		PA
Westmont College	001341	4-yr	Pri-Ind		CA
Westmoreland County Community College	010176	2-yr	Public	Main	PA
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Whitman College	003803	4-yr	Pri-Ind		WA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Ind		WA
Wichita State University	001950	Univ	Public		KS
Widener College of Widener University	003313	Univ	Pri-Ind	Office	PA
William Carey College	002447	4-yr	Pri-Rel		MS
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Paterson College	002625	4-yr	Public		NJ
William Penn College	001900	4-yr	Pri-Rel		IA
William Rainey Harper College	003961	2-yr	Public		IL
Williams College	002229	4-yr	Pri-Ind		MA
Williamsport Area Community College	003395	2-yr	Public		PA
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilmington College	003142	4-yr	Pri-Rel		OH
Wilson County Technical Institute	004845	Tech	Public		NC
Winona State University	002394	Univ	Public	Main	MN
Winthrop College	003456	4-yr	Public		SC
Wittenberg University	003143	Univ	Pri-Rel		OH
Woodbury University	001343	Univ	Pri-Ind		CA
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA
Worcester State College	002190	4-yr	Public	Campus	MA
Wytheville Community College	003761	2-yr	Public	Main	VA
Xavier University of Louisiana	002032	Univ	Pri-Ind		LA
Yankton College	003476	4-yr	Pri-Rel		SD
Yavapai College	001079	2-yr	Public	Main	AZ
York College of Pennsylvania	003399	4-yr	Pri-Ind		PA
Young Harris College	001604	2-yr	Pri-Rel		GA
Youngstown State University	003145	Univ	Public		OH

CUPA

1982-83 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

SURVEY QUESTIONNAIRE PACKET

1982-83 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL **THE COMPLETED QUESTIONNAIRE ONLY** BY SEPTEMBER 30, 1982 TO: **CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA. 15213.** IF YOU HAVE ANY QUESTIONS PLEASE CALL CUPA AT (202) 462-1038.

I. **GENERAL**

1. PRINT or TYPE all information.
2. Do not use abbreviations.
3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.
4. **Return only the questionnaire form.**
5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. **INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS** (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate inputting of the rest of your answers to the questionnaire.)

A. **FICE Identification Code** - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. Unique to each institution, the Federal Interagency Committee on Education (FICE) identification code is an unstructured number used for statistical purposes. The primary purpose of FICE is the precise identification of a particular institution of higher education. If you are unsure of, or cannot find, the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years' Reports indicates FICE Codes for institutions that have previously participated.)

B. **Institutional Identification**

1. *Name/Address* - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title, and telephone number.
2. *Classifications* - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.
3. *Source of Support* - Indicate whether your institution is public, private and religious group affiliated, or private and independent.
4. *System Structure* - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus of a system, or a branch campus of a system.
5. *Size Measures* - Provide four answers, one for each space, indicating your institution's total full-time equivalent enrollment, faculty, administrative staff, and total 1982-83 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

(**Important Note:** If you check "administrative office of a system" in Question 4, please provide system-wide figures for the four parts to Question 5. If you check "main campus of a system" or "branch campus of a system" in Question 4, provide main campus or branch campus figures, respectively, in Question 5.)

III. SURVEY POSITION INSTRUCTIONS

GENERAL. Most of the positions identified in the Survey are common to typical college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" that follow. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months that salaries cover. Report only current information despite the possibility of future or pending salary changes. **(Your speed in returning this questionnaire is essential.)**

This survey questionnaire asks that you record data for primary administrative positions (example 45.0 Director, Student Housing) and secondary administrative positions (example 45.1 Associate Director, Student Housing). For institutions that have several incumbents holding the same secondary titled position, please report additional data on the last page of this instrument. (For example if your institution has three Associate Directors, Student Housing, record data for one of the incumbents next to position 45.1 on page 6, and data for the remaining two on page 9. On page 9, please note the title and number of the position for which you are recording data.

Positions 56.0 - 61.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 56.0 - 61.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility section, **do not** report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility section as position number 59.0. Do not report it as position number 36.0, which is reserved for Director of Admissions only, or position number 39.0, which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months that salary covers. Report all salaries at full-time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month, 100% effort contract worth $9,000. Enter $9,000 as the FTE salary and 9 months as the term covered.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 23.0. If that person reports to the Chief Personnel/Human Resources Officer, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

To facilitate the completion of the survey questionnaire, we have listed secondary position titles under the primary position title to which the incumbent is most likely to report. However, the reporting relationship in your institution may differ. Please record this reporting relationship **as it exists on your campus.** For example, we have listed the Manager/Payroll (10.2) under the supervision of the Chief Personnel/Human Resources Officer (10.0). At your institution, the Manager/Payroll may report to the Chief Business Officer (5.0). Again, please **report according to the situation on your campus.**

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; American Indian; Oriental; Mexican American/Chicano; and Puerto Rican-American.

A. FICE CODE

THIS COLUMN FOR CUPA USE ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type, Do not abbreviate. Detach and **mail by September 30 to**: CUPA SURVEYS, P. O. Box 71114, Pittsburgh, Pa. 15213. If you have questions call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESSES

Name of Institution _____

Address of Institution _____ City/State/Zip _____

Respondent _____ Title _____ Telephone _____

_____ 2. CLASSIFICATION (check one)

a. _____ 2 Year College
b. _____ 2 Year Technical Institute
c. _____ 4 Year College
d. _____ University
e. _____ Law School
f. _____ Medical School or Center
g. _____ Theological Seminary
h. _____ Other (please note below)

_____

_____ 3. SOURCE OF SUPPORT (check one)

a. _____ Public
b. _____ Private, religious group affiliated
c. _____ Private, independent

4. SYSTEM STRUCTURE

a. _____ A single institution
b. _____ An administrative office of a system
c. _____ A main campus of a system
d. _____ A branch campus of a system

_____ 5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. Main campuses provide figures for main campuses and branch campuses should supply figures only for the branch campus.)

a. _____ Total full-time equivalent ENROLLMENT
b. _____ Total full-time equivalent FACULTY
c. _____ Total full-time equivalent ADMINISTRATIVE STAFF
d. _____ Total 1982-83 BUDGET (BUDGET includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds and similar activities.)

6. INSTITUTION ASSOCIATION AFFILIATION (Check as many as applicable)

So that we may share our data base within the Higher Education Association Community, please check ONLY those associations in which your institution holds active membership:

_____ American Association of Community and Junior Colleges (AACJC)
_____ American Association of State Colleges and Universities (AASCU)
_____ Association of American Colleges (AAC)
_____ Association of Catholic Colleges and Universities (AACU)
_____ Association of Community College Trustees (ACCT)
_____ Association of Governing Boards of Universities and Colleges (AGB)
_____ College and University Personnel Association (CUPA)
_____ Council of Independent Colleges (CIC)
_____ National Association of Independent Colleges and Universities (NAICU)
_____ American Council on Education (ACE)
_____ National Association of State Universities and Land Grant Colleges (NASULGC)

1982-83
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please provide them on a separate sheet of paper.

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
1.0 Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)					I O	M F	Y N
1.1 Assistant to the President					I O	M F	Y N
2.0 Chief Executive Officer of a **Single Institution** (President/Chancellor)					I O	M F	Y N
2.1 Assistant to the President/Single Institution					I O	M F	Y N
3.0 Executive Vice President					I O	M F	Y N
4.0 Chief Academic Officer					I O	M F	Y N
5.0 Chief Business Officer					I O	M F	Y N
6.0 Chief Student Affairs Officer					I O	M F	Y N
6.1 Director, Student Activities					I O	M F	Y N
7.0 Chief Development Officer					I O	M F	Y N
7.1 Director, Annual Giving					I O	M F	Y N
7.2 Director, Corporate/ Foundation Relations					I O	M F	Y N
7.3 Coordinator, Resource Development					I O	M F	Y N
7.4 Director, Estate Planning					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
8.0 Chief Public Relations Officer					I O	M F	Y N
9.0 Chief Planning Officer					I O	M F	Y N
10.0 Chief Personnel/Human Resources Officer					I O	M F	Y N
10.1 Associate Director Personnel/Human Resources					I O	M F	Y N
10.2 Manager, Payroll					I O	M F	Y N
10.3 Manager, Benefits					I O	M F	Y N
10.4 Manager, Training and Development					I O	M F	Y N
10.5 Manager, Employee Relations					I O	M F	Y N
10.6 Manager, Employment					I O	M F	Y N
10.7 Manager, Wage and Salary/Manager, Compensation					I O	M F	Y N
10.8 Manager, Personnel Information Systems					I O	M F	Y N
11.0 Chief Health Professions Officer					I O	M F	Y N
12.0 Chief Budgeting Officer					I O	M F	Y N
13.0 Director, Legal Services					I O	M F	Y N
14.0 Registrar					I O	M F	Y N
14.1 Associate Registrar					I O	M F	Y N
14.2 Assistant Registrar					I O	M F	Y N
15.0 Director, Church Relations					I O	M F	Y N
16.0 Director, Learning Resources Center					I O	M F	Y N
17.0 Director, Library Services					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
18.0 Director, Computer Center					I O	M F	Y N
18.1 Director, Computer Center Operations/ Academic					I O	M F	Y N
18.2 Director, Computer Center Operations/ Administrative					I O	M F	Y N
19.0 Director, Educational Media Services					I O	M F	Y N
20.0 Director, Institutional Research					I O	M F	Y N
21.0 Director, Special and Deferred Gifts					I O	M F	Y N
22.0 Administrator, Grants and Contracts					I O	M F	Y N
22.1 Grants/Contracts Development Specialist					I O	M F	Y N
23.0 Director, Affirmative Action/Equal Employment					I O	M F	Y N
24.0 Chaplain					I O	M F	Y N
25.0 Comptroller					I O	M F	Y N
25.1 Director, Accounting					I O	M F	Y N
26.0 Director, Internal Audit					I O	M F	Y N
27.0 Bursar					I O	M F	Y N
28.0 Director, Food Services					I O	M F	Y N
28.1 Associate Director, Food Services					I O	M F	Y N
28.2 Administrative Dietician					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
29.0 Chief, Physicial Plant/ Facilities Management Officer					I O	M F	Y N
29.1 Associate Director, Physical Plant/ Facilities Management					I O	M F	Y N
29.2 Superintendent Buildings & Grounds/Maintenance Operations					I O	M F	Y N
30.0 Director, Purchasing					I O	M F	Y N
31.0 Director, Bookstore					I O	M F	Y N
32.0 Director, Campus Security					I O	M F	Y N
33.0 Director, Information Systems					I O	M F	Y N
34.0 Director, News Bureau					I O	M F	Y N
35.0 Director, Auxiliary Services					I O	M F	Y N
35.1 Manager Printing Services					I O	M F	Y N
36.0 Director, Admissions					I O	M F	Y N
36.1 Associate Director, Admissions					I O	M F	Y N
36.2 Assistant Director, Admissions					I O	M F	Y N
36.3 Admissions Counselor					I O	M F	Y N
37.0 Director, Foreign Studies					I O	M F	Y N
38.0 Director, International Studies Education					I O	M F	Y N
39.0 Director, Student Financial Aid					I O	M F	Y N
39.1 Financial Aid Counselor					I O	M F	Y N
40.0 Director, Student Placement					I O	M F	Y N
40.1 Placement Counselor					I O	M F	Y N
41.0 Director, Student Counseling					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
42.0 Director, Student Union					I O	M F	Y N
42.1 Assistant Director, Student Union					I O	M F	Y N
42.2 Union Business Manager					I O	M F	Y N
43.0 Director, Student Health Services (Physician Administrator)					I O	M F	Y N
44.0 Director, Student Health Services (Nurse Administrator)					I O	M F	Y N
45.0 Director, Student Housing					I O	M F	Y N
45.1 Associate Director, Student Housing					I O	M F	Y N
45.2 Housing Officer/ Administrative Operations					I O	M F	Y N
45.3 Housing Officer/ Residence Life					I O	M F	Y N
45.4 Housing Officer/ Family Housing					I O	M F	Y N
46.0 Director, Athletics					I O	M F	Y N
46.1 Director, Sports Information					I O	M F	Y N
47.0 Director, Athletics/Men					I O	M F	Y N
48.0 Director, Athletics/Women					I O	M F	Y N
49.0 Director, Campus Recreation/Intramurals					I O	M F	Y N
50.0 Director, Alumni Affairs					I O	M F	Y N
51.0 Director, Information Office					I O	M F	Y N
52.0 Director, Community Serv.					I O	M F	Y N
53.0 Administrator, Hospital Medical Center					I O	M F	Y N
53.1 Director, Medical Ctr. Public Rel/Affairs					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
54.0 Director, Publications					I O	M F	Y N
55.0 Director, Risk Management and Insurance					I O	M F	Y N
* * * * * COMBINED RESPONSIBILITY * * * * * *							
56.0 Chief Planning & Budget Officer					I O	M F	Y N
57.0 Chief Development & Public Relations Officer					I O	M F	Y N
58.0 Director, Personnel & Affirmative Action					I O	M F	Y N
59.0 Director, Admissions & Financial Aid					I O	M F	Y N
60.0 Director, Housing & Food Service					I O	M F	Y N
61.0 Director, Development & Alumni Affairs					I O	M F	Y N
* * * * * * DEANS * * * * * *							
62.0 Architecture					I O	M F	Y N
63.0 Agriculture					I O	M F	Y N
64.0 Arts and Letters					I O	M F	Y N
65.0 Arts and Sciences					I O	M F	Y N
66.0 Business					I O	M F	Y N
67.0 Communications					I O	M F	Y N
68.0 Continuing Education					I O	M F	Y N
69.0 Dentistry					I O	M F	Y N
70.0 Education					I O	M F	Y N
71.0 Engineering					I O	M F	Y N
72.0 Experimental Programs					I O	M F	Y N
73.0 Extension					I O	M F	Y N
74.0 Fine Arts					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
75.0 Graduate Programs					I O	M F	Y N
76.0 Health Related Professionals					I O	M F	Y N
77.0 Home Economics					I O	M F	Y N
78.0 Humanities					I O	M F	Y N
79.0 Instruction					I O	M F	Y N
80.0 Law					I O	M F	Y N
81.0 Library & Information Sciences					I O	M F	Y N
82.0 Mathematics					I O	M F	Y N
83.0 Medicine					I O	M F	Y N
84.0 Music					I O	M F	Y N
85.0 Nursing					I O	M F	Y N
86.0 Occupational Studies/ Vocational Education/ Technology					I O	M F	Y N
87.0 Pharmacy					I O	M F	Y N
88.0 Public Health					I O	M F	Y N
89.0 Sciences					I O	M F	Y N
90.0 Social Sciences					I O	M F	Y N
91.0 Social Work					I O	M F	Y N
92.0 Special Programs					I O	M F	Y N
93.0 Undergraduate Programs					I O	M F	Y N
93.1 Academic Counselor					I O	M F	Y N
94.0 Veterinary Medicine					I O	M F	Y N

Please use the spaces below to provide information about additional incumbents holding listed secondary positions. (For example, if your institution has three Associate Directors, Student Housing, record data for one of the incumbents next to position 45.1 on page 6, and record data for the remaining two below.)

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N
					I O	M F	Y N

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY SEPTEMBER 30, 1982 TO:
CUPA SURVEYS, P. O. BOX 71114, PITTSBURGH, PENNSYLVANIA 15213

APPENDIX D

1982-83 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to insure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

1.1 ASSISTANT TO THE PRESIDENT: The senior professional staff assistant to the President/Chancellor.

2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

2.1 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

3.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

5.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

6.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extracurricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations, and related functions.

6.1 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

7.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

7.1 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

7.2 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

7.3 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

7.4 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

8.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

9.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

10.0 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

10.1 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

10.2 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

10.3 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

10.4 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

10.5 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity.

10.6 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

10.7 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

10.8 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

11.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

13.0 DIRECTOR, LEGAL SERVICES: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

14.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

14.1 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

14.2 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g. military/VA registration, international registration).

15.0 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es). (This does not include "chaplain.")

16.0 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

17.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

18.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major computing activities. Functions typically include computer programming, systems studies, and computer operations.

18.1 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

18.2 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

19.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.

20.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

21.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

22.0 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

22.1 GRANTS/CONTRACTS DEVELOPMENT SPECIALIST: Provides a range of assistance for identifying and seeking outside grant and contract support.

23.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the university-wide program designed to insure equality of opportunity on an individual basis without giving preference in opportunity to any group.

24.0 CHAPLAIN: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

25.0 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

25.1 DIRECTOR, ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

26.0 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

27.0 BURSAR: Custodian of institutional funds.

28.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

28.1 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

28.2 ADMINISTRATIVE DIETICIAN: Manages all institutional dietary work, including planning, directing, and inspecting food preparation.

29.0 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

29.1 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities, and less complex repair and renovation projects.

29.2 SUPERINTENDENT BUILDINGS AND GROUNDS/MAINTENANCE OPERATIONS: The administrative official responsible for maintenance and operations of all facilities and grounds.

30.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

31.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

32.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

33.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

34.0 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

35.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, book store, housing, vending, student unions, and printing, but may include a variety of services and operations.

35.1 MANAGER, PRINTING SERVICE: Supervises all phases of institution's in-house printing activities.

36.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

36.1 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

36.2 ASSISTANT DIRECTOR, ADMISSIONS: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g. recruiting, records).

36.3 ADMISSIONS COUNSELOR: Counsels prospective students regarding admission requirements, schedules, and academic programs.

37.0 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

38.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

39.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

39.1 FINANCIAL AID COUNSELOR: Counsels students concerning all types of available aid including loans, grants, scholarships, and work study.

40.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

40.1 PLACEMENT COUNSELOR: Develops and participates in programs for student counseling in curriculum and career planning. Coordinates employer visits and schedules student interviews.

41.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

42.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

42.1 ASSISTANT DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

42.2 UNION BUSINESS MANAGER: Responsible for the service operation of the student union including fiscal management, purchasing, and building programs.

43.0 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

44.0 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

45.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

45.1 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

45.2 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

45.3 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

45.4 HOUSING OFFICER/FAMILY HOUSING: Responsible for direction of married students or family housing facilities and programs.

46.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

46.1 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

47.0 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

48.0 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

49.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

50.0 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

51.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

52.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

53.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 53.0 is the same official as 11.0, please ignore 53.0).

53.1 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

54.0 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

55.0 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

56.0 - 61.0 COMBINED RESPONSIBILITY POSITIONS: Positions 56.0 - 61.0 represent titles that indicate frequently found combinations of administrative responsibility, such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 56.0 - 61.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility Section, do not report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility Section as position number 59.0. Do not report it as position number 36.0, which is reserved for Director of Admissions only, or position number 39.0, which is reserved for Director of Student Financial Aid only.

62.0 - 94.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

93.1 ACADEMIC COUNSELOR: Counsels students concerning an appropriate academic schedule, choice of major, credit hours to be taken, probation and/or suspension.

Note: Data for Special Studies on secondary positions is available for 1982-83 only.

CUPA ADMINISTRATIVE COMPENSATION SURVEY -- SPECIAL STUDY ORDER FORM

Please read through entire form before beginning to fill it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have ANY questions call Sandy Shapiro at (202) 462-1038. Barring unforeseen technical difficulties, you will receive your report(s) within 10 days after CUPA headquarters receives your request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name_____ Title_____

Institution_____ Phone ( ) _____

Mailing Address_____

City, State and Zip_____

Did your institution participate in the 1982-83 Survey? _____ Yes _____ No

Is your institution a CUPA member? _____ Yes _____ No

Do you want data from _____ 1982-83 Survey, _____ 1981-82 Survey, _____ 1980-81 Survey, _____ 1979-80 Survey, _____ 1978-79 Survey? (Check one, two, three, four or five years)

Do you want data for _____ primary positions _____ secondary positions? (Check one)

COMPLETE ONE OF THE FOLLOWING SECTIONS: I, II, OR III.

I. If you wish to receive data compiled on the basis of general institutional characteristics, answer as many of the following questions as there are characteristics that are important to you.

A. SYSTEM STRUCTURE (check as many as desired):

1. _____ A single institution
2. _____ An administrative office of a system
3. _____ A main campus of a system
4. _____ A co-equal campus of a system
5. _____ Not applicable to my request

B. CLASSIFICATION (check as many as desired):

1. _____ 2 Year College
2. _____ 2 Year Technical Institute
3. _____ 4 Year College
4. _____ University
5. _____ Law School
6. _____ Medical School or Center
7. _____ Theological Seminary
8. _____ Other (please note below)

_____

9. _____ Not applicable to my request

C. SOURCE OF SUPPORT (Check as many as desired):

1. _____ Public
2. _____ Private, religious group affiliated
3. _____ Private, independent
4. _____ Not applicable to my request

D. EDUCATION AND GENERAL BUDGET (specify number/range in one of the following):

1. Less than $_____
2. More than $_____
3. Between $_____ and $_____
4. _____ Not applicable to my request

E. FTE STUDENT ENROLLMENT (specify number/range in one of the following):

1. Less than _____
2. More than _____
3. Between _____ and _____
4. _____ Not applicable to my request

F. FTE FACULTY (specify number/range in one of the following):

1. Less than _____
2. More than _____
3. Between _____ and _____
4. _____ Not applicable to my request

H. GEOGRAPHIC AREA (complete ONE of the following):

1. States (please do not abbreviate; list all states in which you want data)

_____

_____

_____

2. _____ Not applicable to my request.

II. If you wish to receive data from a number of specific institutions, examine "Appendix B (p. 27) — Responding Institutions" -- of the 1982-83 Supplement and choose TEN or MORE (a confidentiality provision) institutions and list their names and city/states or attach additional pages. (If you don't have access to the 1982-83 Survey, then list the institutions and you'll be contacted about difficulties, if any.) If you want a report on 1981-82 data see Appendix B (p. 97) of the 1981-82 Ad Comp Survey, for 1980-81 data see Appendix B (p. 96) of the 1980-81 Ad Comp Survey, for 1979-80 data see Appendix B (p. 86) of the 1979-80 Ad Comp Survey or for 1978-79 data see Appendix B (p. 96) of the Ad Comp Survey.

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III. If you are unable to state your requirements in either of the above ways for whatever reason, use the space below (or attach additional pages) to describe your interests/concerns and you'll be contacted to discuss them.

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Mail this form and a check payable to: CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036. Fees for standard studies (Section I or II) are $125 each for CUPA members that participated in the 1982-83 survey; $175 for CUPA members that did not, and the same price for nonmembers that did participate; and $250 for nonmembers that did not participate. Comparative studies are $75 each. Fees cover one year of data so the fees double for the same study done on two years of data. Fees for special studies (Section III) are negotiated with CUPA on a case-by-case basis.

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